ISSN 0703-0665

Province of
British Columbia

NEGOTIATED WORKING CONDITIONS

1991

Ministry of Labour and Consumer Services

BC
L112 R57
3 N4
1991
no. 2

91-02994/

British Columbia Cataloguing in Publication Data

Main entry under title:
Negotiated working conditions. -- 1974-

Annual.
Issuing body varies: 1974-1975, Dept. of Labour, Research and Planning Branch; 1976-1980, Ministry of Labour, Research and Planning; 1981-1982, Ministry of Labour, Program Services; 1984-1986, Ministry of Labour, Policy and Planning Branch; 1988 - , Ministry of Labour and Consumer Services, Policy and Planning Branch.
None published 1979, 1983, 1987, 1989, and 1990.
Continues: Analysis of collective agreements in British Columbia. ISSN 0703-0673
ISSN 0703-0665 = Negotiated working conditions (Victoria)

1. Collective labour agreements - British Columbia - Statistics - Periodicals. 2. Collective labour agreements - British Columbia - Periodicals. I. British Columbia. Dept. of Labour. Research and Planning Branch. II. British Columbia. Ministry of Labour. Research and Planning. III. British Columbia. Ministry of Labour. Program Services. IV. British Columbia. Ministry of Labour. Policy and Planning Branch. V. British Columbia. Ministry of Labour and Consumer Services. Policy and Legislation Branch.

HD8101.5.B74N43 331.89'09711
Rev. Jan. 1991

NEGOTIATED WORKING CONDITIONS

1991

Province of British Columbia
Ministry of Labour and Consumer Services
Policy and Legislation Branch

TABLE OF CONTENTS

INTRODUCTION

ORDER OF PROVISIONS ANALYZED
(This section serves as a table of contents for each of the ten categories listed below).

MAJOR HIGHLIGHTS

PART I a Industrial Composite . . . . (white pages)
b Mining . . . . (marigold pages)
c Manufacturing . . . . (blue pages)
d Transportation, Communication and Other Utilities . . . . (buff pages)
e Trade and Finance, Insurance and Real Estate . . . . (green pages)
f Public Services (Education, Health & Welfare Services) . . . . (gray pages)
g Private Services (Accommodation & Food, Miscellaneous Services) . . . . (yellow pages)
h Public Administration (Provincial, Municipal & Regional Government) . . . . (pink pages)

PART II a Public Sector . . . . (buff pages)
b Private Sector . . . . (green pages)

APPENDIX - AGREEMENTS SURVEYED . . . . (white pages)

INTRODUCTION

This edition of Negotiated Working Conditions is the eighteenth in the series providing current information on the content of major collective agreements (excluding wage rates) covering workers in British Columbia.

For this survey the sample of collective agreements included consisted of a selection of major contracts covering 100 or more employees. This year's survey included 130 agreements covering an estimated 220,368 employees in the province; or approximately 44% of those workers covered by collective agreements in B.C.

This year Negotiated Working Conditions provides information on 169 clauses in collective agreements. The clauses are analyzed by major industry divisions and by a sectoral breakdown. Due to space limitation, this publication contains only the breakdown for the 7 major industry divisions which are listed below:

1. Mining
2. Manufacturing
3. Transportation, Communication and Other Utilities
4. Trade, Finance, Insurance and Real Estate
5. Public Services (Health and Education)
6. Private Services (Business and Personal)
7. Public Administration

A public sector/private sector breakdown and an all industry classification is also included. Because of the major organizational differences between the construction industry and the other industries, the Ministry has not included construction agreements in this year's survey. It is our intention to provide a separate analysis of the industry at a later date.

The following table of contents provides the standard format used throughout this publication for organizing the survey results in the various industry divisions. The Appendix contains a listing of all agreements included in this year's survey by industry and sector.

ORDER OF PROVISIONS ANALYZED

SECTION 1 - GENERAL INFORMATION

Page

1-01 - Parties to Agreement 1
1-02 - Size of Bargaining Unit 1
1-03 - Jurisdiction of Agreement 1
1-04 - Sector 1
1-05 - Term of Agreement 1
1-06 - Expiry Date of Agreement 1
1-07 - Geographical Breakdown 2
1-08 - Existence of Continuation Clause 2

SECTION 2 - MANAGEMENT RIGHTS AND UNION SECURITY

2-01 - Management Rights Clause 2
2-02 - Contracting Out 2
2-03 - Union Security Clause 2
2-04 - Authorization of Dues Check-off 3
2-05 - Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc. 3

SECTION 3 - SENIORITY

3-01 - Seniority Unit 3
3-02 - Length of Probationary Period 3
3-03 - Seniority Determining Promotion 3
3-04 - Seniority Determining Layoff 4
3-05 - Notice of Layoff or Pay in Lieu of Notice Cont'd 4
3-06 - Recall Procedure 4
3-07 - Loss of Seniority Recall Rights 4
3-08 - Retention of Seniority during Layoff 4
3-09 - Retention of Seniority During Illness or Injury 5
3-10 - Seniority on Transfer from Bargaining Unit 5
3-11 - Super Seniority (Special Seniority) on Layoffs, etc. 5

SECTION 4 - JOB OPPORTUNITY AND PROTECTION

4-01 - Job Posting 5
4-02 - Preferred Employment for Older or Disabled 5
4-03 - Limitation of Part-Time Workers, Trainees 5
4-04 - Training or Retraining (Other than Technological Change) 6
4-05 - Journeyman-Apprentice Ratio 6
4-06 - Distribution of Work During Slack Periods/Work Sharing 6
4-07 - Rate on Temporary Reassignment 6
4-08 - Guaranteed Employment or Earnings 6
4-09 - Moonlighting 7
4-10 - Classification of Newly-Created Jobs 7

SECTION 5 - TECHNOLOGICAL CHANGE

Page

5-01 - Technological Change, Advance Notice 7
5-02 - Consultation in Relation to Technological Change 7
5-03 - Arbitration of Technological Change Disputes 7
5-04 - Technological Change: Employment Security 7
5-05 - Minimum Length of Service to Qualify for Severance Pay 8
5-06 - Accumulation of Severance Pay 8
5-07 - Maximum Amount of Severance Pay 8
5-08 - Technological Change: Notice of Permanent Layoff 8
5-09 - Options for Employees Retained 8
5-10 - Training in Relation to Technological Change 9
5-11 - Technological Change: Reopener 9
5-12 - Technological Change: Relocation Allowance 9
5-13 - Agreement Excludes Section 74 of Industrial Relations Act 9

SECTION 6 - COMPENSATION PRACTICE AND RELATED PROVISIONS

6-01 - Frequency of Deferred Wage Increases 9
6-02 - Other Wage Adjustments 9
6-03 - Severance Pay 9
6-04 - Supplementary Unemployment Benefits 10
6-05 - Minimum Length of Service to Qualify for Severance Pay 10
6-06 - Accumulation of Severance Pay 10
6-07 - Maximum Accumulation of Severance Pay 10
6-08 - COLA 10
6-09 - COLA: Frequency 10

SECTION 7 - REGULAR HOURS AND DAYS OF WORK

7-01 - Normal Daily Work Hours - Non-Office Employees 11
7-02 - Normal Daily Work Hours - Office Employees 11
7-03 - Normal Weekly Work Days - Non-Office Employees 11
7-04 - Normal Weekly Work Days - Office Employees 11
7-05 - Normal Weekly Work Hours - Non-office Employees 12
7-06 - Normal Weekly Work Hours - Office Employees 12
7-07 - Days Off Per Week 12
7-08 - Reporting Pay - Work Not Commenced 12
7-09 - Reporting Pay - Work Has Commenced 12
7-10 - Paid Rest Periods 12
7-11 - Notice of Change in Hours, Days, Shifts, etc. 13
7-12 - Portal-to-Portal 13
7-13 - Paid Wash, Clean up or Clothes Changing Periods 13
7-14 - Flexible Starting/Quitting Hours 13
7-15 - Compressed Work Week 13

SECTION 8 - OVERTIME AND PREMIUM PAY

Page

8-01 - Overtime Rate after Normal Daily Work Hours 13
8-02 - Overtime Rate after Normal Weekly Work Hours 14
8-03 - Overtime Rate on 6th Day (or first day not normally worked) 14
8-04 - Overtime Rate on 7th Day (or second day not normally worked) 14
8-05 - Overtime Compensation 14
8-06 - Right to Refuse Overtime 14
8-07 - Distribution of Overtime 14
8-08 - Premium Rate for Regular Scheduled Work on Saturday 14
8-09 - Premium Rate for Regular Scheduled Work on Sunday 15
8-10 - Call-in (Call-Back) Pay Guarantee 15
8-11 - Paid Meal Period 15
8-12 - Meal Allowance on Overtime or Call-in 15
8-13 - Rate on Travel Time on Overtime, Call-in, etc. 15
8-14 - Stand-by Pay 16
8-15 - Premium pay for Hazardous, Dirty or Underground Work 16
8-16 - Second Shift Premium 16
8-17 - Third Shift Premium 16
8-18 - Split Shift Premium 16
8-19 - Mileage Allowance for Use of Private Car 17
8-20 - Isolation/Northern Allowance 17
17

SECTION 9 - PAID HOLIDAYS

9-01 - Number of Paid (Statutory and Floating per Year) 17
9-02 - Requirements to Qualify for Paid Holiday 17
9-03 - Minimum Length of Service to Qualify for Paid Holiday 18
9-04 - Premium Rate on a Scheduled Holiday 18
9-05 - Paid Holiday Falling on Scheduled Day Off 18
9-06 - Paid Holiday Falling Within Vacation 18

SECTION 10 - PAID ANNUAL VACATION

10-01 - Vacation Entitlement During First Year of Employment 18
10-02 - Maximum Annual Paid Vacation 19
10-03 - Years of Service for Three Weeks Paid Vacation 19
10-04 - Years of Service for Four Weeks Paid Vacation 19
10-05 - Years of Service for Five Weeks Paid Vacation 20
10-06 - Years of Service for Six Weeks Paid Vacation 20
10-07 - Year of Service for Seven Weeks Paid Vacation 21
10-08 - Year of Service for Eight Weeks Paid Vacation 22
10-09 - Annual Vacation Pay 22
10-10 - Vacation Carry-Over 22
10-11 - Special Extended Vacations 22

SECTION 11 - LEAVE OF ABSENCE PROVISIONS

Page

11-01 - Bereavement Leave (Immediate Family) 23
11-02 - Leave for Court or Jury Duty 23
11-03 - Leave for Union Business Other than Handling of Grievances 23
11-04 - Paid Leave: Marriage 23
11-05 - Eligibility for Maternity Leave 23
11-06 - Maternity Leave: Maximum Duration (Basic Leave) 24
11-07 - Maternity Leave with Pay 24
11-08 - Seniority During Maternity Leave 24
11-09 - Paid Leave: Paternity 24
11-10 - Leave - Adoption 24
11-11 - Leave - Parental 24
11-12 - Leave: Education 25
11-13 - Sick Family Member Care Leave 25
11-14 - Maintenance of Benefits on Limited Layoffs or Leave of Absence 25
11-15 - Personal Leave of Absence (unpaid) 25

SECTION 12 - HEALTH AND WELFARE PROVISIONS

12-01 - Type of Health and Welfare Coverage 25
12-02 - Service Requirement to Qualify for Health and Welfare 25
12-03 - Employer Contribution to Health and Welfare Fund 26
12-04 - Employer Contribution to Basic Health Plan 26
12-05 - Employer Contribution to Extended Health Plan 26
12-06 - Type of Paid Sick Leave 26
12-07 - Number of Days Paid Sick Leave Per Year 27
12-08 - Maximum Accumulation of Unused Paid Sick Leave 27
12-09 - Conversion of Unused Sick Leave 27
12-10 - Employer Contribution to Sickness Weekly Indemnity 27
12-11 - Maximum Period of Sickness Weekly Indemnity 27
12-12 - Maximum Amount of Sickness Weekly Benefits 28
12-13 - Long-Term Income Continuance Insurance Plan 28
12-14 - Employer Contribution to Life Insurance Plan 28
12-15 - Amount of Life Insurance Benefits 28
12-16 - Employer Contribution to Accidental Death and Dismemberment Insurance 28
12-17 - Maximum Amount of Accidental Death and Dismemberment Insurance 29
12-18 - Employer Contribution to Dental Plan 29
12-19 - Type of Dental Work Covered 29
12-20 - Availability of Pension Fund/Plan 29
12-21 - Administration of Pension Funds/Plan 29
12-22 - Retirement Age Practices 29
12-23 - Employer Contribution to RRSP 30

SECTION 13 - GRIEVANCE AND ARBITRATION PROCEDURES

Page

13-01 - Initial Presentation of Grievance to Management 30
13-02 - Length of Time to Initiate Grievance 30
13-03 - Accelerated Procedure in Disciplinary or Dismissal Cases 30
13-04 - Status Quo Ante in Discipline Cases 30
13-05 - Clearing an Employee Record in Disciplinary Cases 30
13-06 - Compensation by Employer for Grievance Work to Union Representatives 30
13-07 - Arbitration 31
13-08 - Officer Appointment by Industrial Relations Council under Section 96 of the Industrial Relation Act 31
13-09 - Reference to Section 112 of the Industrial Relations Act, Share of Cost of Grievance Recommendations 31

SECTION 14 - OCCUPATIONAL SAFETY AND HEALTH

14-01 - Occupational Safety and Health 31
14-02 - Safety Committee Functions 31
14-03 - Pay for Time Spent on Safety Committee 31
14-04 - Safety Equipment and Protective Clothing 31
14-05 - Right to Refuse Dangerous Working Conditions 32
14-06 - Video Display Terminals 32
14-07 - Employee Assistance Program 32

SECTION 15 - MISCELLANEOUS PROVISIONS

15-01 - Labour-Management Committee 32
15-02 - Sexual Harassment 32
15-03 - Day Care Facilities for Children of Employees 32
15-04 - Job Evaluation Plan 32
15-05 - Moving Expenses or Allowance 32
15-06 - Work Clothing and/or Uniform Allowance 33
15-07 - Tool Allowance 33

MAJOR HIGHLIGHTS

1. **The Survey Sample:**
   - A majority of agreements covered within our survey this year were single local -single employer (89 agreements or 68.5% of the total), but these covered approximately one-third of the total employees. Several large agreements were of the multi-employer variety, i.e. six agreements covered more than 10,000 employees each and represented close to one-half of all employees covered.

   - The sample was fairly evenly distributed between the private and public sector. Although more than one-half of the agreements covered (58.5%) were from the private sector, the majority of employees covered (55.2%) were covered by public sector agreements.

   - In terms of contract expiry dates, the majority of agreements which have been included in this year's analysis (56.8%) expire during the second half of 1991 or later, while an additional 29.2% of agreements were up for renewal during the first half of 1991.

2. **Contracting Out:**
   - Close to three-quarters of the agreements, covering approximately 89% of employees, provide some restriction on employer use of contracting out. Clauses which restrict the displacement of present employees are the most prevalent form of language.

3. **Layoff and Recall:**
   - Seniority tends to be the significant governing factor in determining which employees will be impacted by a possible layoff and in deciding their order of recall. Approximately one-quarter of agreements identify straight seniority as the key variable in these decisions while more than one-half identify seniority qualified by an individual having sufficient qualifications to do the job.

4. **Technological Change:**
   - A full one-third of collective agreements have no provision for advance notice of technological change. In those agreements which state a specific period of advance notice, 61% (39 agreements) provide for three-months' notice, while 17% (11 agreements) require six months notice.

5. **Hours of Work:**

   - The eight-hour work day remains the norm for nearly one-half of non-office employees covered by our survey (47.4%). An additional three- in-ten non-office workers work an average 7.5 hour work day.

   - For office employees, the seven-hour day is most prevalent (60.6% of office employees). A further one-in-four office employees work an average 7.5 hours per day.

6. **Overtime:**

   - With respect to overtime requirements, our results show that a majority of employees covered by agreements in our survey receive time and one-half for the first two hours followed by double time rates (42.7%). An additional one-quarter of employees receive time and one-half for the first three hours, followed by double time.

   - In a majority of cases (53.1% of agreements and 62.8% of employees covered) the employee does have the choice of pay for overtime hours worked or accumulated time off.

7. **Paid Holidays:**

   - Information on the numbers of paid statutory holidays shows that 83 agreements covering slightly more than three-quarters of all employees provide for eleven paid holidays per year. An additional 21 agreements (covering 11.2% of employees) provide for twelve days.

8. **Paid Vacation:**

   - For most collective agreements covered within our survey, the maximum paid vacation entitlement is either six or seven weeks (two-thirds of agreements).

   - Although one-fifth of employees covered by our survey had a minimum vacation period that was greater than three weeks' entitlement, for the majority, either one year of service (30.4%) or two years of service (31.0%) were a prerequisite for three weeks' paid vacation.

PART I: a
INDUSTRIAL COMPOSITE

(130 agreements covering 220,368 employees)

SECTION 1- GENERAL INFORMATION

FIELD 1-01 Parties to Agreement

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 Single local - single employer	89	68.5	75009	34.0
01 Single local - multi-employer or employer's assoc.	24	18.5	59075	26.8
02 Multi-local (same union) and single employer	5	3.8	35869	16.3
03 Multi-local (same union) and multi-employer or employer's association	8	6.2	46815	21.2
04 Multi-union and single employer	3	2.3	3300	1.5
05 Multi-union and multi-employer or employer's assoc.	1	0.8	300	0.1
TOTAL	130	100.0	220368	100.0

FIELD 1-02 Size of Bargaining Unit

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	17	13.1	2400	1.1
02 200 - 499 employees	50	38.5	15981	7.3
03 500 - 999 employees	22	16.9	17607	8.0
04 1000 - 4999 employees	33	25.4	68803	31.2
05 5000 - 9999 employees	2	1.5	10300	4.7
06 10,000 or more employees	6	4.6	105277	47.8
TOTAL	130	100.0	220368	100.0

FIELD 1-03 Jurisdiction of Agreement

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 Provincial	123	94.6	208856	94.8
01 Federal	7	5.4	11512	5.2
TOTAL	130	100.0	220368	100.0

FIELD 1-04 Sector

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 Private	76	58.5	98805	44.8
01 Public	54	41.5	121563	55.2
TOTAL	130	100.0	220368	100.0

FIELD 1-05 Term of Agreement

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 1 year	1	0.8	212	0.1
01 More than 1 year, less than 2 years	1	0.8	750	0.3
02 2 years	43	33.1	84781	38.5
03 More than 2 years, less than 3 years	5	3.8	6376	2.9
04 3 years	71	54.6	118473	53.8
05 More than 3 years	9	6.9	9776	4.4
06 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 1-06 Expiry Date of Agreement

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 1st half of 1990 or earlier	3	2.3	5285	2.4
01 2nd half of 1990	15	11.5	17936	8.1
02 1st half of 1991	38	29.2	93774	42.6
03 2nd half of 1991	35	26.9	60835	27.6
04 1st half of 1992	28	21.5	27026	12.3
05 2nd half of 1992	6	4.6	8215	3.7
06 later than 1992	5	3.8	7297	3.3
TOTAL	130	100.0	220368	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 1-07 Geographical Breakdown				
00 East & West Kootenays	5	3.8	4758	2.2
01 Okanagan	3	2.3	2015	0.9
02 Southern Interior	3	2.3	2261	1.0
03 Lower Coast & Lower Mainland	51	39.2	26023	11.8
04 Vancouver Island	12	9.2	3970	1.8
05 Central Interior	9	6.9	4928	2.2
06 Peace River	1	0.8	1126	0.5
07 North West	1	0.8	1500	0.7
08 Two or more Regions	39	30.0	166050	75.4
09 Inter-provincial	6	4.6	7737	3.5
TOTAL	130	100.0	220368	100.0
FIELD 1-08 Existence of Continuation Clause				
00 No Provision	4	3.1	3065	1.4
01 Agreement continues from year to year unless notice to terminate is provided	28	21.5	63498	28.8
02 Collective agreement continues during bargaining	22	16.9	44822	20.3
03 Collective agreement continues until strike or lockout	35	26.9	24941	11.3
04 1 and 2	16	12.3	39976	18.1
05 1 and 3	14	10.8	12803	5.8
06 Other	11	8.5	31263	14.2
TOTAL	130	100.0	220368	100.0
SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 Management Rights Clause				
00 No provision	26	20.0	46071	20.9
01 General statement of management rights	61	46.9	125380	56.9
02 Enumerated list of management rights - residual rights with management	30	23.1	42489	19.3
03 Enumerated list of management rights - residual rights not specified	13	10.0	6428	2.9
04 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0
FIELD 2-02 Contracting Out				
00 No provision	36	27.7	24430	11.1
01 Contracting out restricted to other union employees	11	8.5	8465	3.8
02 Contracting out restricted - no displacement of present employees	44	33.8	149076	67.6
03 Contracting out restricted - payment of union wage rate required	1	0.8	3000	1.4
04 Contracting out restricted (combination of 1, 2 and/or 3)	10	7.7	9580	4.3
05 Contracting out prohibited entirely	4	3.1	5940	2.7
06 Other	24	18.5	19877	9.0
TOTAL	130	100.0	220368	100.0
FIELD 2-03 Union Security Clause				
00 No provision	2	1.5	3950	1.8
01 Closed shop	6	4.6	7475	3.4
02 Union shop	63	48.5	86620	39.3
03 Modified union shop (compulsory membership for new employees)	49	37.7	105866	48.0
04 Maintenance of membership	6	4.6	13268	6.0
05 Rand formula	3	2.3	3074	1.4
06 Other	1	0.8	115	0.1
TOTAL	130	100.0	220368	100.0

FIELD 2-04 Authorization of Dues Check-off

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	1.5	16075	7.3
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	70	53.8	83464	37.9
03 Compulsory for all employees (not all employees must be union members)	56	43.1	120268	54.6
05 Compulsory for union members only	2	1.5	561	0.3
06 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	56	43.1	80360	36.5
01 Cross picket lines	56	43.1	127642	57.9
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	18	13.8	12366	5.6
05 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

SECTION 3- SENIORITY

FIELD 3-01 Seniority Unit

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	0.8	148	0.1
01 Union hiring hall	3	2.3	5550	2.5
02 Employer (plant, bargaining unit)	57	43.8	84574	38.4
03 Department (branch, division)	6	4.6	2592	1.2
04 Craft (occupation)	2	1.5	800	0.4
05 Employer & department	31	23.8	51180	23.2
06 Employer and craft	17	13.1	15099	6.9
07 Combination of the above	13	10.0	60425	27.4
08 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 3-02 Length of Probationary Period

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	13	10.0	27727	12.6
01 1 calendar month	10	7.7	41805	19.0
02 2 calendar months	7	5.4	4304	2.0
03 3 calendar months	26	20.0	57611	26.1
04 6 calendar months	17	13.1	46193	21.0
05 30 working days	10	7.7	7898	3.6
06 45 working days	7	5.4	5673	2.6
07 60 working days	11	8.5	6458	2.9
08 240 working days	1	0.8	757	0.3
09 Other	28	21.5	21942	10.0
TOTAL	130	100.0	220368	100.0

FIELD 3-03 Seniority Determining Promotion

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	17	13.1	31976	14.5
01 Straight seniority	1	0.8	1300	0.6
02 Governs where qualifications are sufficient	42	32.3	46862	21.3
03 Governs where qualifications are equal	48	36.9	51035	23.2
04 Taken into account with other factors	16	12.3	79864	36.2
05 Other	6	4.6	9331	4.2
TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-04 Seniority Determining Layoff				
00 No provision	5	3.8	7042	3.2
01 Straight seniority	33	25.4	64937	29.5
02 Governs where qualifications of the retained are sufficient	80	61.5	119049	54.0
03 Governs where qualifications are equal	8	6.2	8752	4.0
04 Taken into account with other factors	3	2.3	19623	8.9
05 Other	1	0.8	965	0.4
TOTAL	**130**	**100.0**	**220368**	**100.0**
FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd				
00 No provision	38	29.2	49647	22.5
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	10	7.7	5510	2.5
03 72 hours	2	1.5	3950	1.8
04 1 week	7	5.4	4879	2.2
05 2 weeks	21	16.2	24774	11.2
06 1 month	19	14.6	50971	23.1
07 Graduated according to length of service	21	16.2	39300	17.8
08 Notice mentioned, length not specified	2	1.5	2700	1.2
09 Other	10	7.7	38637	17.5
TOTAL	**130**	**100.0**	**220368**	**100.0**
FIELD 3-06 Recall Procedure				
00 No provision	9	6.9	9328	4.2
01 Straight seniority	33	25.4	28897	13.1
02 Seniority governs where qualifications are sufficient	76	58.5	160907	73.0
03 Seniority governs where qualifications are equal	5	3.8	5720	2.6
04 Seniority considered with other factors	5	3.8	13891	6.3
05 Union hiring hall referral	-	-	-	-
06 Other	2	1.5	1625	0.7
TOTAL	**130**	**100.0**	**220363**	**100.0**
FIELD 3-07 Loss of Seniority Recall Rights				
00 No provision	10	7.7	10411	4.7
01 Failure to report when notified	16	12.3	26161	11.9
02 After specified period off work	13	10.0	74226	33.7
03 Either failure to report or after a specified period off work	91	70.0	109570	49.7
TOTAL	**130**	**100.0**	**220368**	**100.0**
FIELD 3-08 Retention of Seniority during Layoff				
00 No provision	16	12.3	11711	5.3
01 Less than 6 months	1	0.8	350	0.2
02 6 months	8	6.2	10651	4.8
03 7 to 12 months	2	1.5	320	0.1
04 12 months	46	35.4	95422	43.3
05 More than 12 months up to and including 24 months	18	13.8	20286	9.2
06 More than 24 months	6	4.6	7491	3.4
07 Graduated according to length of service	26	20.0	51250	23.3
08 Not specified or indefinite	6	4.6	21922	9.9
09 Seniority lost on layoff	-	-	-	-
10 Other	1	0.8	965	0.4
TOTAL	**130**	**100.0**	**220368**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-09 Retention of Seniority During Illness or Injury				
00 No provision	71	54.6	97058	44.0
01 Up to 12 months	8	6.2	7049	3.2
02 12 - 24 months	6	4.6	4661	2.1
04 Varies by type of incapacitation	9	6.9	15948	7.2
05 Other	26	20.0	87195	39.6
TOTAL	130	100.0	220368	100.0
FIELD 3-10 Seniority on Transfer from Bargaining Unit				
00 No provision	58	44.6	110150	50.0
01 Seniority lost on transfer	2	1.5	1246	0.6
02 Seniority retained for a specific period onl	42	32.3	48899	22.2
03 Seniority retained indefinitely	18	13.8	28478	12.9
04 Varies depending on circumstances of transfe	8	6.2	30721	13.9
05 Other	2	1.5	874	0.4
TOTAL	130	100.0	220368	100.0
FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.				
00 No provision	118	90.8	213325	96.8
01 For union officials	6	4.6	3160	1.4
02 Special skills, apprentices	5	3.8	2779	1.3
03 Combination of alternatives	1	0.8	1104	0.5
04 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

SECTION 4- JOB OPPORTUNITY AND PROTECTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-01 Job Posting				
00 No provision	25	19.2	40706	18.5
01 Provision	105	80.8	179662	81.5
TOTAL	130	100.0	220368	100.0
FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)				
00 No provision	93	71.5	190214	86.3
01 Older workers	-	-	-	-
02 Disabled workers	27	20.8	23538	10.7
03 Combination of older and disabled workers	10	7.7	6616	3.0
TOTAL	130	100.0	220368	100.0
FIELD 4-03 Limitation of Part-Time Workers, Trainees				
00 No provision	105	80.8	196512	89.2
01 Provision	25	19.2	23856	10.8
TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-04 Training or Retraining (Other than Technological Change)				
00 No provision	25	19.2	11827	5.4
01 Apprenticeship	17	13.1	36006	16.3
02 Company provides on-the-job training experiences	17	13.1	11506	5.2
03 Company sponsors off-premises training programs	13	10.0	10101	4.6
04 1 and 2	14	10.8	9113	4.1
05 1 and 3	3	2.3	3190	1.4
06 2 and 3	16	12.3	32572	14.8
07 1, 2 and 3	13	10.0	41125	18.7
08 Training at employee initiative - company may or may not reimburse	3	2.3	35148	15.9
09 Labour and management training program	6	4.6	24977	11.3
10 Other	3	2.3	4803	2.2
TOTAL	130	100.0	220368	100.0
FIELD 4-05 Journeyman-Apprentice Ratio				
00 No provision	89	68.5	122518	55.6
01 Maximum 1 apprentice for each journeyman	1	0.8	400	0.2
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	4	3.1	11425	5.2
05 Maximum 1 apprentice for each 5 journeymen	4	3.1	6100	2.8
06 Maximum 1 apprentice for each 6 or more journeymen	4	3.1	1401	0.6
07 Not specified	28	21.5	78524	35.6
TOTAL	130	100.0	220368	100.0
FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing				
00 No provision	114	87.7	212861	96.6
01 Reduction in normal hours of work	6	4.6	2293	1.0
02 Change in type of work	6	4.6	3777	1.7
03 Combination of 1 and 2	4	3.1	1437	0.7
04 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0
FIELD 4-07 Rate on Temporary Reassignment				
00 No provision	40	30.8	47592	21.6
01 Regular rate of employee	3	2.3	7625	3.5
02 Rate of temporary job or regular job whichever is greater	75	57.7	159964	72.6
03 Rate of temporary job	9	6.9	3768	1.7
04 Other	3	2.3	1419	0.6
TOTAL	130	100.0	220368	100.0
FIELD 4-08 Guaranteed Employment or Earnings				
00 No provision	111	85.4	204291	92.7
01 Daily guarantee for some or all employees	8	6.2	7840	3.6
02 Weekly guarantee for some or all employees	9	6.9	4900	2.2
03 Monthly guarantee for some or all employees	2	1.5	3337	1.5
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 4-09 Moonlighting

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	117	90.0	209988	95.3
01 Prohibited	5	3.8	6450	2.9
02 Permitted - with restrictions	6	4.6	3130	1.4
03 Permitted - without restrictions	-	-	-	-
04 Other	2	1.5	800	0.4
TOTAL	130	100.0	220368	100.0

FIELD 4-10 Classification of Newly-Created Jobs

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	37	28.5	45483	20.6
01 Union-management consultation only	26	20.0	30380	13.8
02 Arbitration if consultation fails	61	46.9	122791	55.7
03 Other	6	4.6	21714	9.9
TOTAL	130	100.0	220368	100.0

SECTION 5- TECHNOLOGICAL CHANGE

FIELD 5-01 Technological Change, Advance Notice

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	43	33.1	37813	17.2
01 Less than 3 months	13	10.0	54025	24.5
02 3 months	39	30.0	29495	13.4
03 6 months	11	8.5	38639	17.5
04 More than 6 months	1	0.8	10000	4.5
05 Notice mentioned - time not specified	16	12.3	42297	19.2
06 Other	7	5.4	8099	3.7
TOTAL	130	100.0	220368	100.0

FIELD 5-02 Consultation in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	58	44.6	62796	28.5
01 Consultation via special labour-management committee	28	21.5	112227	50.9
02 Consultation - details unspecified	42	32.3	43263	19.6
03 Other	2	1.5	2082	0.9
TOTAL	130	100.0	220368	100.0

FIELD 5-03 Arbitration of Technological Change Disputes

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	95	73.1	186985	84.9
01 Provision	35	26.9	33383	15.1
TOTAL	130	100.0	220368	100.0

FIELD 5-04 Technological Change: Employment Security

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	53	40.8	38936	17.7
01 Straight layoff	10	7.7	8016	3.6
02 Layoff with severance pay or S.U.B.	38	29.2	66745	30.3
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	3	2.3	10665	4.8
05 Combination	20	15.4	90892	41.2
06 No reduction in total number of employees	2	1.5	3491	1.6
07 Other	4	3.1	1623	0.7
TOTAL	130	100.0	220368	100.0

FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	81	62.3	91865	41.7
01 Less than 1 year	21	16.2	72641	33.0
02 1 year	16	12.3	24567	11.1
03 2 years	2	1.5	1940	0.9
04 3 years	2	1.5	1640	0.7
05 4 years	-	-	-	-
06 5 years	4	3.1	2188	1.0
07 10 years	3	2.3	24227	11.0
08 Other	1	0.8	1300	0.6
TOTAL	130	100.0	220368	100.0

FIELD 5-06 Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	67	51.5	65593	29.8
01 One week's pay per year of service	36	27.7	57500	26.1
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	3	2.3	1330	0.6
03 Varies according to length of service	11	8.5	42788	19.4
04 Flat amount (ie. $50/year, or $500 on termination etc.)	2	1.5	1315	0.6
05 Other	11	8.5	51842	23.5
TOTAL	130	100.0	220368	100.0

FIELD 5-07 Maximum Amount of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	67	51.5	63643	28.9
01 Less than 20 weeks' pay	15	11.5	16858	7.6
02 20 - 25 weeks' pay	9	6.9	40142	18.2
03 26 - 29 weeks' pay	5	3.8	33795	15.3
04 30 - 51 weeks' pay	11	8.5	47429	21.5
05 52 weeks' pay or more	3	2.3	3637	1.7
06 No maximum	18	13.8	13214	6.0
07 Other	2	1.5	1650	0.7
TOTAL	130	100.0	220368	100.0

FIELD 5-08 Technological Change: Notice of Permanent Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	93	71.5	99618	45.2
01 Less than 3 months	9	6.9	42967	19.5
02 3 months or mores, less than 6 months	15	11.5	17549	8.0
03 6 months or more, less than 1 year	4	3.1	24815	11.3
04 Mentioned, not specified	3	2.3	19739	9.0
05 By length of service	3	2.3	4895	2.2
06 Other	3	2.3	10785	4.9
TOTAL	130	100.0	220368	100.0

FIELD 5-09 Options for Employees Retained

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	48	36.9	36115	16.4
01 Opportunity to be trained or retrained	34	26.2	21116	9.6
02 Maintenance of current wage rate if required to move to lower graded job	6	4.6	21350	9.7
03 Guarantee of only slightly lower pay if moved to lower graded job	6	4.6	21611	9.8
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	35	26.9	119902	54.4
06 Other	1	0.8	274	0.1
TOTAL	130	100.0	220368	100.0

FIELD 5-10 Training in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	63	48.5	70113	31.8
01 Company program	18	13.8	27756	12.6
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	11	8.5	41102	18.7
04 Training or retraining mentioned but not specified	37	28.5	81123	36.8
05 Other	1	0.8	274	0.1
TOTAL	130	100.0	220368	100.0

FIELD 5-11 Technological Change: Reopener

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	130	100.0	220368	100.0
01 Provision	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 5-12 Technological Change: Relocation Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	123	94.6	205655	93.3
01 Employer pays full cost	4	3.1	7707	3.5
02 Employer pays percentage of cost	1	0.8	550	0.2
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	1	0.8	1981	0.9
05 Other	1	0.8	4475	2.0
TOTAL	130	100.0	220368	100.0

FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	129	99.2	219843	99.8
01 Provision	1	0.8	525	0.2
TOTAL	130	100.0	220368	100.0

SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 Frequency of Deferred Wage Increases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No wage adjustment deferred during life of agreement	3	2.3	862	0.4
01 Wage adjustment every six months	26	20.0	20025	9.1
02 Wage adjustment yearly	67	51.5	95783	43.5
03 Irregularly scheduled wage increases	34	26.2	103698	47.1
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 6-02 Other Wage Adjustments

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	120	92.3	208889	94.8
01 Date specified, amount determined later	3	2.3	2515	1.1
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	7	5.4	8964	4.1
TOTAL	130	100.0	220368	100.0

FIELD 6-03 Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	44	33.8	43057	19.5
01 Severance pay plan	80	61.5	173554	78.8
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	5	3.8	3483	1.6
04 Plan exists: no details	-	-	-	-
05 Other	1	0.8	274	0.1
TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 6-04 Supplementary Unemployment Benefits				
00 No provision	123	94.6	210698	95.6
01 Provision	7	5.4	9670	4.4
TOTAL	130	100.0	220368	100.0
FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	56	43.1	70290	31.9
01 Less than one year	32	24.6	97894	44.4
02 1 year	20	15.4	16216	7.4
03 2 years	6	4.6	3110	1.4
04 3 years	1	0.8	200	0.1
05 5 years	2	1.5	1088	0.5
06 10 years	7	5.4	28589	13.0
07 Other	6	4.6	2981	1.4
TOTAL	130	100.0	220368	100.0
FIELD 6-06 Accumulation of Severance Pay				
00 No provision	44	33.8	43057	19.5
01 1 day's pay per year of service	6	4.6	3515	1.6
02 1 week's pay per year of service	28	21.5	58716	26.6
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	9	6.9	3784	1.7
04 Varies according to length of service	26	20.0	56657	25.7
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	17	13.1	54639	24.8
TOTAL	130	100.0	220368	100.0
FIELD 6-07 Maximum Accumulation of Severance Pay				
00 No provision	47	36.2	45748	20.8
01 Less than 20 weeks' pay	24	18.5	16678	7.6
02 20 weeks' pay	9	6.9	49792	22.6
03 21 - 25 weeks' pay	3	2.3	903	0.4
04 26 - 29 weeks' pay	7	5.4	36477	16.6
05 30 - 52 weeks' pay	10	7.7	27792	12.6
06 No maximum	23	17.7	37804	17.2
07 Other	7	5.4	5174	2.3
TOTAL	130	100.0	220368	100.0
FIELD 6-08 COLA				
00 No provision	115	88.5	211332	95.9
01 Provision exists and is effective during agreement	12	9.2	6796	3.1
02 Provision exists and is to be implemented at a later date	3	2.3	2240	1.0
TOTAL	130	100.0	220368	100.0
FIELD 6-09 COLA: Frequency				
00 No provision	115	88.5	211332	95.9
01 Automatic monthly adjustment	2	1.5	540	0.2
02 Automatic quarterly adjustment	3	2.3	2200	1.0
03 Automatic semi-annually adjustment	1	0.8	1250	0.6
04 Automatic annual adjustment	2	1.5	445	0.2
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	3	2.3	3041	1.4
07 Review at irregular intervals	1	0.8	120	0.1
08 Cannot determine	1	0.8	615	0.3
09 Other	2	1.5	825	0.4
TOTAL	130	100.0	220368	100.0

SECTION 7- REGULAR HOURS AND DAYS OF WORK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-01 Normal Daily Work Hours - Non-Office Employees				
00 No provision			6385	3.4
01 Office employees only			-	-
02 Less than 7 hours			110	0.1
03 7 hours			25273	13.5
04 7 1/4 hours			75	-
05 7 1/2 hours			55031	29.4
06 7 3/4 hours			760	0.4
07 8 hours			88825	47.4
08 More than 8 hours			805	0.4
09 Flexible work hours			-	-
10 Other			10084	5.4
TOTAL			187348	100.0
FIELD 7-02 Normal Daily Work Hours - Office Employees				
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			19555	60.6
04 7 1/4 hours			4007	12.4
05 7 1/2 hours			7813	24.2
06 7 3/4 hours			200	0.6
07 8 hours			462	1.4
08 More than 8 hours			30	0.1
09 Flexible work hours			-	-
10 Other			215	0.7
TOTAL			32282	100.0
FIELD 7-03 Normal Weekly Work Days - Non-Office Employees				
00 No provision			14465	7.7
01 Office employees only			220	0.1
02 3 days			-	-
03 4 days			1173	0.6
04 5 days			164269	87.7
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			1471	0.8
08 Other			5750	3.1
TOTAL			187348	100.0
FIELD 7-04 Normal Weekly Work Days - Office Employees				
00 No provision			215	0.7
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			31537	97.7
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			30	0.1
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			500	1.5
08 Other			-	-
TOTAL			32282	100.0

FIELD 7-05 Normal Weekly Work Hours - Non-office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			8770	4.7
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			25808	13.8
04 37.5 hours			55031	29.4
05 40 hours			89476	47.8
06 More than 40 hours			206	0.1
07 Other			8057	4.3
TOTAL			187348	100.0

FIELD 7-06 Normal Weekly Work Hours - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			215	0.7
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			19110	59.2
04 37.5 hours			8013	24.8
05 40 hours			437	1.4
06 More than 40 hours			-	-
07 Other			4507	14.0
TOTAL			32282	100.0

FIELD 7-07 Days Off Per Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	10.8	20056	9.1
01 2 Days (consecutive)	96	73.8	167215	75.9
02 2 days (not consecutive)	4	3.1	5249	2.4
03 3 days (consecutive)	1	0.8	206	0.1
04 3 days (not consecutive)	-	-	-	-
05 4 days	1	0.8	180	0.1
06 Varied for continuous or non-continuous operations	6	4.6	19761	9.0
07 Other	8	6.2	7701	3.5
TOTAL	130	100.0	220368	100.0

FIELD 7-08 Reporting Pay - Work Not Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	51	39.2	90759	41.2
01 2 hours' pay (or Employment Standards Act)	46	35.4	95861	43.5
02 3 hours' pay	4	3.1	13479	6.1
03 4 hours' pay	22	16.9	14109	6.4
04 Full shift's pay	4	3.1	5470	2.5
05 Other (includes no provision)	3	2.3	690	0.3
TOTAL	130	100.0	220368	100.0

FIELD 7-09 Reporting Pay - Work Has Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	51	39.2	103440	46.9
01 4 hours' pay (or Employment Standards Act)	65	50.0	108057	49.0
02 More than 4 hours' pay but less than full shift's pay	1	0.8	419	0.2
03 Full shift's pay	8	6.2	7110	3.2
04 Other	5	3.8	1342	0.6
TOTAL	130	100.0	220368	100.0

FIELD 7-10 Paid Rest Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	27	20.8	42410	19.2
01 2 for a total of 20 minutes	37	28.5	48503	22.0
02 2 for a total of 30 minutes	52	40.0	116227	52.7
03 2 for a total of 40 minutes	2	1.5	680	0.3
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	9	6.9	11678	5.3
06 Other	3	2.3	870	0.4
TOTAL	130	100.0	220368	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.				
00 No provision	51	39.2	63562	28.8
01 Less than one day (24 hours)	10	7.7	5350	2.4
02 One day (24 hours)	10	7.7	7912	3.6
03 More than one day, less than 3	22	16.9	34366	15.6
04 3 days to less than 7	14	10.8	20162	9.1
05 7 to 14 days	11	8.5	74797	33.9
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	6	4.6	4004	1.8
08 Other	6	4.6	10215	4.6
TOTAL	130	100.0	220368	100.0
FIELD 7-12 Portal-to-Portal				
00 No provision	116	89.2	186356	84.6
01 Provision	14	10.8	34012	15.4
TOTAL	130	100.0	220368	100.0
FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods				
00 No provision	114	87.7	214025	97.1
01 Provision	16	12.3	6343	2.9
TOTAL	130	100.0	220368	100.0
FIELD 7-14 Flexible Starting/Quitting Hours				
00 No provision	116	89.2	174372	79.1
01 Provision	14	10.8	45996	20.9
TOTAL	130	100.0	220368	100.0
FIELD 7-15 Compressed Work Week				
00 No provision	85	65.4	91144	41.4
01 3 day week in progress	1	0.8	440	0.2
02 4 day week in progress	10	7.7	8342	3.8
03 Alternating 4, 5, in progress	3	2.3	938	0.4
04 To commence during term of agreement	2	1.5	5265	2.4
05 Under study	2	1.5	2407	1.1
06 Other	27	20.8	111832	50.7
TOTAL	130	100.0	220368	100.0

SECTION 8- OVERTIME AND PREMIUM PAY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-01 Overtime Rate after Normal Daily Work Hours				
00 1.5 x	12	9.2	28342	12.9
01 1.5 x for 1 hour, then 2 x	5	3.8	1621	0.7
02 1.5 x for 2 hours, then 2 x	41	31.5	94205	42.7
03 1.5 x for 3 hours, then 2 x	25	19.2	56083	25.4
04 1.5 x for 4 hours, then 2 x	3	2.3	965	0.4
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	33	25.4	25844	11.7
07 Other	11	8.5	13308	6.0
TOTAL	130	100.0	220368	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-02 Overtime Rate after Normal Weekly Work Hours				
00 1.5 x	16	12.3	29924	13.6
01 1.5 x for 1 hour, then 2 x	3	2.3	652	0.3
02 1.5 x for 2 hours, then 2 x	35	26.9	84068	38.1
03 1.5 x for 3 hours, then 2 x	16	12.3	31683	14.4
04 1.5 x for 4 hours, then 2 x	4	3.1	1315	0.6
05 1.5 x for 8 hours, then 2 x	5	3.8	26838	12.2
06 2 x	34	26.2	26290	11.9
07 Other	17	13.1	19598	8.9
TOTAL	130	100.0	220368	100.0
FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)				
00 No provision	18	13.8	29942	13.6
01 1.5 x	25	19.2	45567	20.7
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	5	3.8	3565	1.6
04 1.5 x for 3 hours, then 2 x	3	2.3	35243	16.0
05 1.5 x for 4 hours, then 2 x	6	4.6	2007	0.9
06 2 x	56	43.1	91181	41.4
07 Other	17	13.1	12863	5.8
TOTAL	130	100.0	220368	100.0
FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)				
00 No provision	21	16.2	34202	15.5
01 1.5 x	15	11.5	40261	18.3
02 1.5 x for 1 hour, then 2 x	1	0.8	400	0.2
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	2	1.5	450	0.2
05 2 x	77	59.2	117711	53.4
06 3 x	5	3.8	4011	1.8
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	9	6.9	23333	10.6
TOTAL	130	100.0	220368	100.0
FIELD 8-05 Overtime Compensation				
00 No provision	24	18.5	24856	11.3
01 Pay only	33	25.4	51059	23.2
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	69	53.1	138465	62.8
04 Other	4	3.1	5988	2.7
TOTAL	130	100.0	220368	100.0
FIELD 8-06 Right to Refuse Overtime				
00 No provision	69	53.1	93458	42.4
01 Right to refuse	38	29.2	39657	18.0
02 No right to refuse	2	1.5	625	0.3
03 Overtime compulsory in cases of emergency	17	13.1	82797	37.6
04 Other	4	3.1	3831	1.7
TOTAL	130	100.0	220368	100.0
FIELD 8-07 Distribution of Overtime				
00 No provision	74	56.9	137191	62.3
01 Based on seniority	16	12.3	10542	4.8
02 Shared among all employees	39	30.0	72385	32.8
03 Other	1	0.8	250	0.1
TOTAL	130	100.0	220368	100.0

FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	74	56.9	101732	46.2
01	No premium rate for regular Saturday work (ie. straight time)	28	21.5	55199	25.0
02	1.5 x	1	0.8	3800	1.7
03	1.5 x for 2 hours, then 2 x	1	0.8	225	0.1
04	1.5 x for 4 hours, then 2 x	-	-	-	-
05	2 x	2	1.5	17550	8.0
06	Flat amount per hour or day	18	13.8	39576	18.0
07	Percentage of regular rate	2	1.5	840	0.4
08	Other	4	3.1	1446	0.7
	TOTAL	130	100.0	220368	100.0

FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	70	53.8	89637	40.7
01	No premium rate for regular Sunday work (ie. straight time)	14	10.8	9690	4.4
02	1.5 x	13	10.0	53192	24.1
03	1.5 x for 2 hours, then 2 x	-	-	-	-
04	1.5 x for 4 hours, then 2 x	-	-	-	-
05	2 x	5	3.8	3256	1.5
06	Flat amount per hour or day	23	17.7	62518	28.4
07	Percentage of regular rate	3	2.3	1359	0.6
08	Other	2	1.5	716	0.3
	TOTAL	130	100.0	220368	100.0

FIELD 8-10 Call-in (Call-Back) Pay Guarantee

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	29	22.3	41178	18.7
01	Minimum of 2 hours a straight time	3	2.3	1505	0.7
02	Minimum of 3 hours at straight time	3	2.3	2750	1.2
03	Minimum of 4 hours at straight time	16	12.3	13602	6.2
04	More than 4 hours pay at straight time	3	2.3	17150	7.8
05	Minimum of 2 hours at overtime rate	22	16.9	62165	28.2
06	Minimum of 3 hours at overtime rate	27	20.8	65054	29.5
07	Minimum of 4 hours at overtime rate	17	13.1	6256	2.8
08	More than 4 hours' pay at overtime rate	-	-	-	-
09	Overtime rate, no minimum guarantee	2	1.5	3906	1.8
10	1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11	2 x for hours worked or 4 hours at straight time, whichever is greater	2	1.5	630	0.3
12	Other	6	4.6	6172	2.8
	TOTAL	130	100.0	220368	100.0

FIELD 8-11 Paid Meal Period

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	58	44.6	72310	32.8
01	On overtime, call-in, holiday work, etc.	52	40.0	128950	58.5
02	On designated shifts	7	5.4	10189	4.6
03	1 and 2	6	4.6	3315	1.5
04	Other	7	5.4	5604	2.5
	TOTAL	130	100.0	220368	100.0

FIELD 8-12 Meal Allowance on Overtime or Call-in

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	68	52.3	75845	34.4
01	Less than $5.00	-	-	-	-
02	$5.00 - $5.99	8	6.2	7725	3.5
03	$6.00 - $6.99	2	1.5	1384	0.6
04	$7.00 - $7.99	9	6.9	26090	11.8
05	$8.00 and more	8	6.2	40073	18.2
06	Meal provided	31	23.8	57664	26.2
07	Other	4	3.1	11587	5.3
	TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.				
00 No provision	102	78.5	158672	72.0
01 1.5 x	9	6.9	43226	19.6
02 1.5 x followed by a higher rate	1	0.8	2545	1.2
03 2 x	10	7.7	11415	5.2
04 Flat amount	2	1.5	280	0.1
05 Other	6	4.6	4230	1.9
TOTAL	130	100.0	220368	100.0
FIELD 8-14 Stand-by Pay				
00 No provision	94	72.3	118091	53.6
01 Provision	36	27.7	102277	46.4
TOTAL	130	100.0	220368	100.0
FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work				
00 No provision	102	78.5	189832	86.1
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	1	0.8	150	0.1
02 Flat amount per hour in addition or regular wages	21	16.2	25855	11.7
03 Percentage of regular rate	5	3.8	4181	1.9
04 Reduced shift	-	-	-	-
05 Other	1	0.8	350	0.2
TOTAL	130	100.0	220368	100.0
FIELD 8-16 Second Shift Premium				
00 No provision	28	21.5	25670	11.6
01 Under $0.30	9	6.9	5310	2.4
02 $0.30 - $0.49	16	12.3	47661	21.6
03 $0.50 - $0.69	36	27.7	57619	26.1
04 $0.70 - $0.89	9	6.9	44790	20.3
05 $0.90 and over	7	5.4	10192	4.6
06 1/2 hour's pay per shift	1	0.8	250	0.1
07 1 hour's pay per shift	2	1.5	1190	0.5
08 Percentage of hourly wage rate	7	5.4	6787	3.1
09 Flat amount per shift	5	3.8	13098	5.9
10 Flat amount per shift plus hourly differential	4	3.1	1845	0.8
11 Other	6	4.6	5956	2.7
TOTAL	130	100.0	220368	100.0
FIELD 8-17 Third Shift Premium				
00 No provision	38	29.2	30138	13.7
01 Under $0.30	1	0.8	2000	0.9
02 $0.30 - $0.49	15	11.5	29887	13.6
03 $0.50 - $0.69	25	19.2	61212	27.8
04 $0.70 - $0.89	6	4.6	4118	1.9
05 $0.90 - $1.24	12	9.2	56584	25.7
06 $1.25 and over	7	5.4	5226	2.4
07 1/2 hour's pay per shift	1	0.8	250	0.1
08 1 hour's pay per shift	1	0.8	100	-
09 2 hour's pay per shift	1	0.8	950	0.4
10 Percentage of hourly wage rate	6	4.6	6667	3.0
11 Flat amount per shift	5	3.8	13098	5.9
12 Flat amount per shift plus hourly differential	6	4.6	4182	1.9
13 Other	6	4.6	5956	2.7
TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-18 Split Shift Premium				
00 No provision	99	76.2	157188	71.3
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	1	0.8	594	0.3
03 $0.50 - $0.69	2	1.5	1062	0.5
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	8	6.2	10682	4.8
07 Flat amount per shift	2	1.5	703	0.3
08 Percentage of hourly wage rate	1	0.8	3000	1.4
09 Split shift prohibited	13	10.0	45029	20.4
10 Other	4	3.1	2110	1.0
TOTAL	130	100.0	220368	100.0
FIELD 8-19 Mileage Allowance for Use of Private Car				
00 No Provision	88	67.7	101135	45.9
01 Provision	42	32.3	119233	54.1
TOTAL	130	100.0	220368	100.0
FIELD 8-20 Isolation/Northern Allowance				
00 No provision	113	86.9	128528	58.3
01 Provision	17	13.1	91840	41.7
TOTAL	130	100.0	220368	100.0
SECTION 9- PAID HOLIDAYS				
FIELD 9-01 Number of Paid (Statutory and Floating per Year)				
00 No provision	3	2.3	5285	2.4
01 8 days or less	-	-	-	-
02 9 days	2	1.5	2400	1.1
03 10 days	11	8.5	9212	4.2
04 11 days	83	63.8	171055	77.6
05 12 days	21	16.2	24724	11.2
06 13 days	6	4.6	4347	2.0
07 14 days	2	1.5	1115	0.5
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	2	1.5	2230	1.0
TOTAL	130	100.0	220368	100.0
FIELD 9-02 Requirements to Qualify for Paid Holiday				
00 No provision	42	32.3	107725	48.9
01 Minimum length of service	30	23.1	32677	14.8
02 Work on scheduled day before holiday	2	1.5	796	0.4
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	20	15.4	18778	8.5
05 Work scheduled either day before or day after holiday	4	3.1	6160	2.8
06 Minimum length of service plus 2, 3, 4 or 5	30	23.1	52707	23.9
07 Other	2	1.5	1525	0.7
TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday				
00 No provision	59	45.4	123214	55.9
01 Less than 1 month	15	11.5	6592	3.0
02 1 month	37	28.5	57731	26.2
03 2 months	6	4.6	7566	3.4
04 More than 2 months	3	2.3	3300	1.5
05 Designated number of shifts or hours	3	2.3	2825	1.3
06 Other	7	5.4	19140	8.7
TOTAL	130	100.0	220368	100.0
FIELD 9-04 Premium Rate on a Scheduled Holiday				
00 No provision	13	10.0	11626	5.3
01 Another day off	2	1.5	2081	0.9
02 1.5 x for hours worked plus holiday pay or another day off	49	37.7	107394	48.7
03 2x for hours worked plus holiday pay or another day off	55	42.3	68761	31.2
04 2.5 x for hours worked plus holiday pay or another day off	1	0.8	817	0.4
05 Other	10	7.7	29689	13.5
TOTAL	130	100.0	220368	100.0
FIELD 9-05 Paid Holiday Falling on Scheduled Day Off				
00 No provision	12	9.2	10508	4.8
01 Another paid day off such as preceding Friday, or following Monday	85	65.4	153344	69.6
02 An extra day's pay	20	15.4	27815	12.6
03 1 or 2	9	6.9	6301	2.9
04 Other	4	3.1	22400	10.2
TOTAL	130	100.0	220368	100.0
FIELD 9-06 Paid Holiday Falling Within Vacation				
00 No provision	34	26.2	47062	21.4
01 Another paid Day off	79	60.8	149074	67.6
02 Another day's pay	6	4.6	5077	2.3
03 1 or 2	11	8.5	19155	8.7
04 Not granted	-	-	-	-
TOTAL	130	100.0	220368	100.0
SECTION 10- PAID ANNUAL VACATION				
FIELD 10-01 Vacation Entitlement During First Year of Employment				
00 No provision	41	31.5	55475	25.2
01 Takes all of vacation earned for full year's service	10	7.7	11082	5.0
02 One week after six months	4	3.1	2541	1.2
03 Graduated according to length of service	58	44.6	125794	57.1
04 Other	17	13.1	25476	11.6
TOTAL	130	100.0	220368	100.0

FIELD 10-02 Maximum Annual Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	3.1	6385	2.9
01 2 weeks	-	-	-	-
02 3 weeks	2	1.5	3950	1.8
03 4 weeks	9	6.9	3649	1.7
04 5 weeks	20	15.4	16692	7.6
05 6 weeks	59	45.4	83436	37.9
06 7 weeks	26	20.0	60580	27.5
07 8 weeks and over	6	4.6	38816	17.6
08 Other	4	3.1	6860	3.1
TOTAL	130	100.0	220368	100.0

FIELD 10-03 Years of Service for Three Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	3.1	6385	2.9
01 Minimum greater than three weeks	8	6.2	49552	22.5
02 1 year	45	34.6	66977	30.4
03 2 years	31	23.8	68314	31.0
04 3 years	22	16.9	13240	6.0
05 4 years	10	7.7	4892	2.2
06 5 years	6	4.6	6515	3.0
07 6 years	1	0.8	2037	0.9
08 Not specified, cannot determine	2	1.5	1156	0.5
09 Other	1	0.8	1300	0.6
TOTAL	130	100.0	220368	100.0

FIELD 10-04 Years of Service for Four Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	5.4	9761	4.4
01 One year of service	8	6.2	49552	22.5
02 Two Years	1	0.8	206	0.1
03 Three Years	1	0.8	185	0.1
04 Four Years	2	1.5	2497	1.1
05 Five Years	6	4.6	3326	1.5
06 Six Years	8	6.2	6078	2.8
07 Seven Years	36	27.7	64278	29.2
08 Eight Years	20	15.4	43184	19.6
09 Nine Years	20	15.4	11207	5.1
10 Ten Years	15	11.5	26215	11.9
11 Eleven Years	1	0.8	2037	0.9
12 Twelve Years	3	2.3	1180	0.5
13 Thirteen Years	-	-	-	-
14 Fourteen Years	1	0.8	212	0.1
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	1	0.8	450	0.2
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	17	13.1	17885	8.1
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	2	1.5	4432	2.0
08 Eight Years	2	1.5	2625	1.2
09 Nine Years	4	3.1	43327	19.7
10 Ten Years	5	3.8	3098	1.4
11 Eleven Years	3	2.3	4892	2.2
12 Twelve Years	9	6.9	36533	16.6
13 Thirteen Years	8	6.2	3018	1.4
14 Fourteen Years	10	7.7	3544	1.6
15 Fifteen Years	29	22.3	50365	22.9
16 Sixten Years	5	3.8	6568	3.0
17 Seventeen Years	16	12.3	15456	7.0
18 Eighteen Years	4	3.1	3568	1.6
19 Nineteen Years	3	2.3	5920	2.7
20 Twenty Years	12	9.2	18687	8.5
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	0.8	450	0.2
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	39	30.0	35202	16.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	1	0.8	2900	1.3
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	1	0.8	2100	1.0
14 Fourteen Years	4	3.1	43327	19.7
15 Fifteen Years	1	0.8	1537	0.7
16 Sixten Years	-	-	-	-
17 Seventeen Years	4	3.1	6282	2.9
18 Eighteen Years	4	3.1	2643	1.2
19 Nineteen Years	9	6.9	6800	3.1
20 Twenty Years	18	13.8	34887	15.8
21 twenty-One Years	2	1.5	1165	0.5
22 Twenty-Two Years	6	4.6	4436	2.0
23 Twenty-Three Years	4	3.1	1804	0.8
24 Twenty-Four Years	11	8.5	46584	21.1
25 Twenty-Five Years	16	12.3	18201	8.3
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	3	2.3	4876	2.2
28 Twenty-Eight Years	3	2.3	3454	1.6
29 Twenty-Nine Years	2	1.5	1620	0.7
30 Thirty Years	2	1.5	2550	1.2
TOTAL	130	100.0	220368	100.0

FIELD 10-07 Year of Service for Seven Weeks Paid Vacation	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	98	75.4	117272	53.2
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	1	0.8	2100	1.0
19 Nineteen Years	4	3.1	43327	19.7
20 Twenty Years	1	0.8	1537	0.7
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	2	1.5	4200	1.9
23 Twenty-Three Years	4	3.1	791	0.4
24 Twenty-Four Years	2	1.5	1594	0.7
25 Twenty-Five Years	3	2.3	675	0.3
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	4	3.1	5897	2.7
30 Thirty Years	11	8.5	42975	19.5
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 10-08 Year of Service for Eight Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	123	94.6	176552	80.1
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	0.8	2100	1.0
24 Twenty-Four Years	3	2.3	40827	18.5
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	1	0.8	491	0.2
30 Thirty Years	1	0.8	170	0.1
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	1	0.8	228	0.1
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 10-09 Annual Vacation Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	8.5	28586	13.0
01 Regular pay	38	29.2	81336	36.9
02 Percentage of yearly gross earnings	43	33.1	40454	18.4
03 1 or 2, whichever is greatest	30	23.1	47964	21.8
04 Other	8	6.2	22028	10.0
TOTAL	130	100.0	220368	100.0

FIELD 10-10 Vacation Carry-Over

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	70	53.8	115400	52.4
01 With limitations	36	27.7	87307	39.6
02 Without limitations	2	1.5	2125	1.0
03 Not allowed	21	16.2	14719	6.7
04 Other	1	0.8	817	0.4
TOTAL	130	100.0	220368	100.0

FIELD 10-11 Special Extended Vacations

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	100	76.9	143217	65.0
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	28	21.5	74929	34.0
03 Other	2	1.5	2222	1.0
TOTAL	130	100.0	220368	100.0

SECTION 11- LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 Bereavement Leave (Immediate Family)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	7.7	9160	4.2
01 1 day	1	0.8	212	0.1
02 2 days	1	0.8	300	0.1
03 3 days	80	61.5	138083	62.7
04 4 days	4	3.1	4343	2.0
05 5 days	21	16.2	59041	26.8
06 Leave varies depending on circumstances	11	8.5	7979	3.6
07 Leave mentioned, length not specified	2	1.5	1250	0.6
08 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 11-02 Leave for Court or Jury Duty

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	10.8	11814	5.4
01 Provision for employee to receive full regular pay	115	88.5	208406	94.6
02 Other (not specified or less than full regular pay)	1	0.8	148	0.1
TOTAL	130	100.0	220368	100.0

FIELD 11-03 Leave for Union Business Other than Handling of Grievances

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	10.8	15280	6.9
01 Paid leave	4	3.1	2198	1.0
02 Unpaid leave	66	50.8	144755	65.7
03 Paid or unpaid leave - depends on circumstances	43	33.1	56395	25.6
04 Other	3	2.3	1740	0.8
TOTAL	130	100.0	220368	100.0

FIELD 11-04 Paid Leave: Marriage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	117	90.0	140768	63.9
01 Provision exists, but is not specified	2	1.5	10373	4.7
02 1 day	2	1.5	3337	1.5
03 2 days	-	-	-	-
04 3 days	6	4.6	39963	18.1
05 4 days	-	-	-	-
06 5 days	3	2.3	25927	11.8
07 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 11-05 Eligibility for Maternity Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	108	83.1	171053	77.6
01 1 month's service	-	-	-	-
02 2 to 6 months' service	17	13.1	47163	21.4
03 More than 6 months	1	0.8	300	0.1
04 Other	4	3.1	1852	0.8
TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)				
00 No provision	42	32.3	38906	17.7
01 17 weeks	2	1.5	1600	0.7
02 18 weeks (or as per Employment Standards Act)	32	24.6	51659	23.4
03 19 - 25 weeks	7	5.4	8031	3.6
04 26 weeks	29	22.3	48887	22.2
05 27 - 52 weeks	10	7.7	46482	21.1
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	8	6.2	24803	11.3
08 Other	-	-	-	-
TOTAL	**130**	**100.0**	**220368**	**100.0**
FIELD 11-07 Maternity Leave with Pay				
00 No provision	125	96.2	196584	89.2
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	2	1.5	20364	9.2
03 Leave of absence, no pay loss	-	-	-	-
04 Other	3	2.3	3420	1.6
TOTAL	**130**	**100.0**	**220368**	**100.0**
FIELD 11-08 Seniority During Maternity Leave				
00 No provision	62	47.7	85172	38.6
01 Seniority retained	11	8.5	24737	11.2
02 Seniority accumulated	41	31.5	74549	33.8
03 Not mentioned if seniority retained or accumulated	11	8.5	12475	5.7
04 Seniority accumulated up to certain period, then retained	3	2.3	22032	10.0
05 Other	2	1.5	1403	0.6
TOTAL	**130**	**100.0**	**220368**	**100.0**
FIELD 11-09 Paid Leave: Paternity				
00 No provision	111	85.4	143184	65.0
01 Not specific	1	0.8	1104	0.5
02 1 day	10	7.7	64138	29.1
03 2 days	7	5.4	8442	3.8
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	1	0.8	3500	1.6
07 Other	-	-	-	-
TOTAL	**130**	**100.0**	**220368**	**100.0**
FIELD 11-10 Leave: Adoption				
00 No provision	76	58.5	95179	43.2
01 Paid leave	6	4.6	36060	16.4
02 Unpaid leave	37	28.5	48364	21.9
03 Other	11	8.5	40765	18.5
TOTAL	**130**	**100.0**	**220368**	**100.0**
FIELD 11-11 Leave: Parental				
00 No provision	116	89.2	201971	91.7
01 With pay	-	-	-	-
02 Without pay	11	8.5	15510	7.0
03 Other/Combination	3	2.3	2887	1.3
TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 11-12 Leave: Education

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	70	53.8	72531	32.9
01 Leave with full pay	10	7.7	29823	13.5
02 Leave with partial pay	6	4.6	48839	22.2
03 Leave without pay	20	15.4	40692	18.5
04 Leave provided, but not specified with or without pay	11	8.5	13490	6.1
05 Other	13	10.0	14993	6.8
TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 11-13 Sick Family Member Care Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	99	76.2	126237	57.3
01 1 day	3	2.3	3837	1.7
02 2 days	8	6.2	62580	28.4
03 3 days	7	5.4	10168	4.6
04 4 days	-	-	-	-
05 5 days	2	1.5	11100	5.0
06 Provided for, but deducted from sick leave	6	4.6	3144	1.4
07 Other	5	3.8	3302	1.5
TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	47	36.2	53042	24.1
01 Employee totally responsible for contributions	11	8.5	7080	3.2
02 Employee partly responsible (make up share of contribution during or after absence)	33	25.4	29705	13.5
03 Employer totally responsible for contributions	6	4.6	19796	9.0
04 Mentioned but not specified	11	8.5	25794	11.7
05 Other	22	16.9	84951	38.5
TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 11-15 Personal Leave of Absence (unpaid)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	29	22.3	20444	9.3
01 Provision	101	77.7	199924	90.7
TOTAL	**130**	**100.0**	**220368**	**100.0**

SECTION 12- HEALTH AND WELFARE PROVISIONS

FIELD 12-01 Type of Health and Welfare Coverage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	2.3	1023	0.5
01 Health and welfare fund	15	11.5	20272	9.2
02 Series of plans	112	86.2	199073	90.3
03 Other	-	-	-	-
TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 12-02 Service Requirement to Qualify for Health and Welfare

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	41	31.5	47834	21.7
01 Immediately on being employed	16	12.3	47631	21.6
02 1 month	7	5.4	23480	10.7
03 3 months	14	10.8	28567	13.0
04 6 months	6	4.6	4544	2.1
05 1 year	1	0.8	200	0.1
06 Varies according to particular benefit	34	26.2	63912	29.0
07 Other	11	8.5	4200	1.9
TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 12-03 Employer Contribution to Health and Welfare Fund

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No health and welfare fund	113	86.9	197788	89.8
01	Under $0.40	1	0.8	2000	0.9
02	$0.40 - $0.49	-	-	-	-
03	$0.50 - $0.74	3	2.3	6808	3.1
04	$0.75 - $0.99	2	1.5	650	0.3
05	$1.00 - $1.25	-	-	-	-
06	$1.26 and over	2	1.5	800	0.4
07	Fund mentioned but amount not specified	8	6.2	12162	5.5
08	Other	1	0.8	160	0.1
	TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 12-04 Employer Contribution to Basic Health Plan

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	Plan not mentioned in agreement	6	4.6	4870	2.2
01	100% of premium	75	57.7	160166	72.7
02	Less than 100% but more than 75% of premium	3	2.3	3285	1.5
03	75% of premium	7	5.4	13389	6.1
04	Less than 75% but more than 50% of premium	11	8.5	7764	3.5
05	50% of premium	9	6.9	6051	2.7
06	Less than 50% of premium	1	0.8	185	0.1
07	Flat amount	-	-	-	-
08	Plan mentioned but details not specified	6	4.6	6111	2.8
09	Health and welfare fund mentioned but individual benefits not specified	11	8.5	17247	7.8
10	Other	1	0.8	1300	0.6
	TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 12-05 Employer Contribution to Extended Health Plan

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	Plan not mentioned in agreement	15	11.5	7755	3.5
01	100% of premium	73	56.2	164581	74.7
02	Less than 100% but more than 75% of premium	4	3.1	3593	1.6
03	75% of premium	3	2.3	10643	4.8
04	Less than 75% but more than 50% of premium	10	7.7	7511	3.4
05	50% of premium	7	5.4	2917	1.3
06	Less than 50% of premium	-	-	-	-
07	Flat amount	-	-	-	-
08	Plan mentioned but details not specified	6	4.6	5961	2.7
09	Health and welfare fund mentioned but individual benefits not specified	12	9.2	17407	7.9
10	Other	-	-	-	-
	TOTAL	**130**	**100.0**	**220368**	**100.0**

FIELD 12-06 Type of Paid Sick Leave

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	Plan not mentioned in agreement	19	14.6	23102	10.5
01	Flat allowance (in time per month, year, etc.)	33	25.4	66479	30.2
02	Graduated allowance according to service	6	4.6	3573	1.6
03	Short term illness or injury plan	16	12.3	59293	26.9
04	Weekly indemnity plan	34	26.2	28896	13.1
05	Both sick leave and weekly indemnity plan	19	14.6	36095	16.4
06	Other	3	2.3	2930	1.3
	TOTAL	**130**	**100.0**	**220368**	**100.0**

		AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD	**12-07 Number of Days Paid Sick Leave Per Year**				
00	No provision	70	53.8	140368	63.7
01	1 to 6 days	16	12.3	7428	3.4
02	7 to 12 days	8	6.2	4888	2.2
03	13 to 15 days	7	5.4	7935	3.6
04	16 to 18 days	14	10.8	48068	21.8
05	19 or more days	5	3.8	4664	2.1
06	Varies with length of service	7	5.4	4410	2.0
07	Other	3	2.3	2607	1.2
	TOTAL	130	100.0	220368	100.0
FIELD	**12-08 Maximum Accumulation of Unused Paid Sick Leave**				
00	No provision	77	59.2	143390	65.1
01	30 days or less	11	8.5	3357	1.5
02	31 days to 90 days	9	6.9	8534	3.9
03	91 days to 120 days	8	6.2	5953	2.7
04	121 days to 150 days	3	2.3	908	0.4
05	151 days to 200 days	8	6.2	45469	20.6
06	201 days to 250 days	1	0.8	250	0.1
07	More than 250 days	1	0.8	315	0.1
08	Unlimited accumulation	10	7.7	9355	4.2
09	Other	2	1.5	2837	1.3
	TOTAL	130	100.0	220368	100.0
FIELD	**12-09 Conversion of Unused Sick Leave**				
00	No provision	96	73.8	162562	73.8
01	Annual conversion to cash or days off	3	2.3	1100	0.5
02	Full conversion to cash or days off on retirement or termination	3	2.3	1965	0.9
03	Partial conversion to cash or days off on retirement or termination	16	12.3	48961	22.2
04	Combination	5	3.8	1198	0.5
05	Other	7	5.4	4582	2.1
	TOTAL	130	100.0	220368	100.0
FIELD	**12-10 Employer Contribution to Sickness Weekly Indemnity**				
00	No provision	72	55.4	143094	64.9
01	100% of premium	40	30.8	47613	21.6
02	Less than 100% but more than 75% of premium	-	-	-	-
03	75% of premium	-	-	-	-
04	Less than 75% but more than 50% of premium	5	3.8	19114	8.7
05	50% of premium	1	0.8	274	0.1
06	Less than 50% of premium	-	-	-	-
07	Flat amount	2	1.5	1650	0.7
08	Plan mentioned but details not specified	7	5.4	6606	3.0
09	Other	3	2.3	2017	0.9
	TOTAL	130	100.0	220368	100.0
FIELD	**12-11 Maximum Period of Sickness Weekly Indemnity**				
00	No provision	71	54.6	142954	64.9
01	Less than 12 weeks	-	-	-	-
02	13 weeks	2	1.5	1570	0.7
03	26 weeks	19	14.6	14965	6.8
04	39 weeks	2	1.5	1328	0.6
05	52 weeks	20	15.4	47957	21.8
06	Varies according to length of service	3	2.3	900	0.4
07	Plan mentioned but details not specified	10	7.7	9169	4.2
08	Other	3	2.3	1525	0.7
	TOTAL	130	100.0	220368	100.0

FIELD 12-12 Maximum Amount of Sickness Weekly Benefits

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	65	50.0	105771	48.0
01 $400 or less	16	12.3	31465	14.3
02 $401 to $500	4	3.1	4012	1.8
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	25	19.2	47211	21.4
06 Equal to maximum unemployment insurance benefit	5	3.8	1379	0.6
07 Varies according to earnings	4	3.1	18274	8.3
08 Plan mentioned, but amount not specified	11	8.5	12256	5.6
09 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0

FIELD 12-13 Long-Term Income Continuance Insurance Plan

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	55	42.3	54194	24.6
01 Provision	75	57.7	166174	75.4
TOTAL	130	100.0	220368	100.0

FIELD 12-14 Employer Contribution to Life Insurance Plan

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	9	6.9	4585	2.1
01 100% of premium	74	56.9	159694	72.5
02 Less than 100% but more than 75% of premium	2	1.5	508	0.2
03 75% of premium	3	2.3	4188	1.9
04 Less than 75% but more than 50% of premium	9	6.9	6561	3.0
05 50% of premium	11	8.5	8831	4.0
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	7	5.4	9219	4.2
08 Health and welfare fund mentioned but individual benefits not specified	12	9.2	14432	6.5
09 Other	3	2.3	12350	5.6
TOTAL	130	100.0	220368	100.0

FIELD 12-15 Amount of Life Insurance Benefits

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	10	7.7	4935	2.2
01 Under $20,000	5	3.8	2467	1.1
02 $20,000 to $39,999	24	18.5	15040	6.8
03 $40,000 to $59,999	22	16.9	91874	41.7
04 $60,000 to $74,999	4	3.1	34194	15.5
05 $75,000 and over	2	1.5	1935	0.9
06 Varies according to earnings	36	27.7	31397	14.2
07 Plan mentioned but amount not specified	15	11.5	24094	10.9
08 Health and Welfare fund mentioned but individual benefits not specified	11	8.5	14082	6.4
09 Other	1	0.8	350	0.2
TOTAL	130	100.0	220368	100.0

FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	50	38.5	84544	38.4
01 100% of premium	45	34.6	92176	41.8
02 Less than 100% but more than 75% of premium	1	0.8	200	0.1
03 75% of premium	1	0.8	788	0.4
04 Less than 75% but more than 50% of premium	4	3.1	2464	1.1
05 50% of premium	3	2.3	2426	1.1
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	9	6.9	12727	5.8
08 Health and welfare fund mentioned but individual benefits not specified	11	8.5	10432	4.7
09 Other	6	4.6	14611	6.6
TOTAL	130	100.0	220368	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance				
00 No provision	51	39.2	84894	38.5
01 Under $20,000	4	3.1	2585	1.2
02 $20,000 to $39,999	19	14.6	6668	3.0
03 $40,000 to $59,999	18	13.8	50041	22.7
04 $60,000 to $74,999	2	1.5	1694	0.8
05 $75,000 and over	2	1.5	3750	1.7
06 Varies according to earnings	10	7.7	6672	3.0
07 Plan mentioned but amount not specified	9	6.9	44671	20.3
08 Health and Welfare fund mentioned but individual benefits not specified	11	8.5	14082	6.4
09 Other	4	3.1	5311	2.4
TOTAL	130	100.0	220368	100.0
FIELD 12-18 Employer Contribution to Dental Plan				
00 No provision	8	6.2	6847	3.1
01 100% of premium	75	57.7	166148	75.4
02 Less than 100% but more than 75% of premium	5	3.8	3935	1.8
03 75% of premium	8	6.2	4833	2.2
04 Less than 75% but more than 50% of premium	11	8.5	9909	4.5
05 50% of premium	6	4.6	2328	1.1
06 Flat amount	1	0.8	3500	1.6
07 Plan mentioned but details not specified	2	1.5	2637	1.2
08 Health and welfare fund mentioned but individual benefits not specified	12	9.2	19607	8.9
09 Other	2	1.5	624	0.3
TOTAL	130	100.0	220368	100.0
FIELD 12-19 Type of Dental Work Covered				
00 No provision	9	6.9	7197	3.3
01 Basic A	2	1.5	1138	0.5
02 Basic and extended; A and B	11	8.5	3786	1.7
03 Basic and orthodontics; A and C	1	0.8	550	0.2
04 Basic, extended and orthodontics; A, B and C	78	60.0	178424	81.0
05 Plan mentioned but details not specified	19	14.6	15316	7.0
06 Health and welfare fund mentioned but individual benefits not specified	10	7.7	13957	6.3
07 Other	-	-	-	-
TOTAL	130	100.0	220368	100.0
FIELD 12-20 Availability of Pension Fund/Plan				
00 No provision	29	22.3	17985	8.2
01 Provision	101	77.7	202383	91.8
TOTAL	130	100.0	220368	100.0
FIELD 12-21 Administration of Pension Funds/Plan				
00 No provision	54	41.5	46458	21.1
01 Union	17	13.1	11430	5.2
02 Management	7	5.4	10168	4.6
03 Joint union/management administration	9	6.9	20972	9.5
04 Administered by separate trustees	6	4.6	25445	11.5
05 Municipal/Provincial Government	34	26.2	99225	45.0
06 Other	3	2.3	6670	3.0
TOTAL	130	100.0	220368	100.0
FIELD 12-22 Retirement Age Practices				
00 No provision	101	77.7	198531	90.1
01 Provision	29	22.3	21837	9.9
TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-23 Employer Contribution to RRSP				
00 No provision	119	91.5	213243	96.8
01 Provision	11	8.5	7125	3.2
TOTAL	130	100.0	220368	100.0
SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 Initial Presentation of Grievance to Management				
00 No provision	-	-	-	-
01 By employee without union representative present	12	9.2	5180	2.4
02 By employees with union representative	19	14.6	13629	6.2
03 By employees choice of with or without union representative	53	40.8	152858	69.4
04 By union representative	18	13.8	10682	4.8
05 By grievance committee	2	1.5	530	0.2
06 By written notice	22	16.9	24242	11.0
07 By one of several alternative procedures	3	2.3	12490	5.7
08 Other	1	0.8	757	0.3
TOTAL	130	100.0	220368	100.0
FIELD 13-02 Length of Time to Initiate Grievance				
00 No provision	20	15.4	16124	7.3
01 72 hours or less	6	4.6	1607	0.7
02 5 days	6	4.6	5270	2.4
03 1 week	12	9.2	26205	11.9
04 10 days	19	14.6	15798	7.2
05 2 weeks	17	13.1	51259	23.3
06 3 weeks	12	9.2	16571	7.5
07 1 month	27	20.8	74028	33.6
08 2 months	-	-	-	-
09 Varies by type of grievance	2	1.5	550	0.2
10 Other	9	6.9	12956	5.9
TOTAL	130	100.0	220368	100.0
FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases				
00 No provision	70	53.8	78012	35.4
01 Provision	60	46.2	142356	64.6
TOTAL	130	100.0	220368	100.0
FIELD 13-04 Status Quo Ante in Discipline Cases				
00 No provision	123	94.6	215776	97.9
01 Provision	7	5.4	4592	2.1
TOTAL	130	100.0	220368	100.0
FIELD 13-05 Clearing an Employee Record in Disciplinary Cases				
00 No provision	96	73.8	193819	88.0
01 Provision	34	26.2	26549	12.0
TOTAL	130	100.0	220368	100.0
FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives				
00 No provision	69	53.1	96692	43.9
01 Provision	61	46.9	123676	56.1
TOTAL	130	100.0	220368	100.0

FIELD 13-07 Arbitration

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 As required by legislation	-	-	-	-
01 Single arbitrator	39	30.0	53114	24.1
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	50	38.5	61357	27.8
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	39	30.0	103417	46.9
06 Other	2	1.5	2400	1.1
TOTAL	130	100.0	220368	100.0

FIELD 13-08 Officer Appointment by Labour Relations

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Not prohibited (or no mention)	104	80.0	197457	89.6
01 Specifically prohibited by the Agreement	26	20.0	22911	10.4
TOTAL	130	100.0	220368	100.0

FIELD 13-09 Reference to Section 112 Labour Code, Share

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	104	80.0	171688	77.9
01 Provision	26	20.0	48680	22.1
TOTAL	130	100.0	220368	100.0

SECTION 14- OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 Occupational Safety and Health

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	32	24.6	26259	11.9
01 Joint safety committee	96	73.8	193112	87.6
02 Other	2	1.5	997	0.5
TOTAL	130	100.0	220368	100.0

FIELD 14-02 Safety Committee Functions

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No safety committee provision	36	27.7	33044	15.0
01 Safety committee functions not specified	53	40.8	119039	54.0
02 Right to call special/emergency meetings	3	2.3	1311	0.6
03 Right to initiate action on recommendations	2	1.5	2825	1.3
04 Right to undertake inspections	14	10.8	7851	3.6
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	5	3.8	4826	2.2
07 Combination of 2, 3 and 4	10	7.7	41418	18.8
08 Other	7	5.4	10054	4.6
TOTAL	130	100.0	220368	100.0

FIELD 14-03 Pay for Time Spent on Safety Committee

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No safety committee provision	43	33.1	41471	18.8
01 No provision for pay of safety committee	53	40.8	80579	36.6
02 Provision for pay of safety committee	34	26.2	98318	44.6
TOTAL	130	100.0	220368	100.0

FIELD 14-04 Safety Equipment and Protective Clothing

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	54	41.5	140193	63.6
01 Equipment supplied at no cost to employee	42	32.3	43067	19.5
02 Equipment supplied at some cost to employee	8	6.2	23510	10.7
03 Monetary allowance provided for percentage of equipment, replacement at some cost	25	19.2	13398	6.1
04 Other	1	0.8	200	0.1
TOTAL	130	100.0	220368	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-05 Right to Refuse Dangerous Working Conditions				
00 No provision	99	76.2	135732	61.6
01 Provision	31	23.8	84636	38.4
TOTAL	130	100.0	220368	100.0
FIELD 14-06 Video Display Terminals				
00 No provision	107	82.3	161887	73.5
01 Pregnant employees right to be reassigned or take leave of absence	7	5.4	7597	3.4
02 Restriction on hours/rest breaks	1	0.8	10000	4.5
03 Combination of 1 and 2	11	8.5	36227	16.4
04 Other	4	3.1	4657	2.1
TOTAL	130	100.0	220368	100.0
FIELD 14-07 Employee Assistance Program				
00 No provision	100	76.9	140223	63.6
01 Provision	30	23.1	80145	36.4
TOTAL	130	100.0	220368	100.0
SECTION 15- MISCELLANEOUS PROVISIONS				
FIELD 15-01 Labour-Management Committee				
00 No provision	60	46.2	66014	30.0
01 Provision	70	53.8	154354	70.0
TOTAL	130	100.0	220368	100.0
FIELD 15-02 Sexual Harassment				
00 No provision	82	63.1	117130	53.2
01 Policy statement only	12	9.2	30800	14.0
02 Policy and/or complaint procedure	36	27.7	72438	32.9
03 Mentioned but not specified	-	-	-	-
TOTAL	130	100.0	220368	100.0
FIELD 15-03 Day Care Facilities for Children of Employees				
00 No provision	124	95.4	193546	87.8
01 Provision	6	4.6	26822	12.2
TOTAL	130	100.0	220368	100.0
FIELD 15-04 Job Evaluation Plan				
00 No provision	100	76.9	93658	42.5
01 Provision	30	23.1	126710	57.5
TOTAL	130	100.0	220368	100.0
FIELD 15-05 Moving Expenses or Allowance				
00 No provision	108	83.1	154283	70.0
01 Provision	22	16.9	66085	30.0
TOTAL	130	100.0	220368	100.0

FIELD 15-06 Work Clothing and/or Uniform Allowance

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	66	50.8	108842	49.4
01 Provision	64	49.2	111526	50.6
TOTAL	130	100.0	220368	100.0

FIELD 15-07 Tool Allowance

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	77	59.2	102694	46.6
01 Provision	53	40.8	117674	53.4
TOTAL	130	100.0	220368	100.0

PART 1: b
MINING

(7 agreements, covering 5125 employees)

SECTION 1- GENERAL INFORMATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 1-01 Parties to Agreement				
00 Single local - single employer	7	100.0	5125	100.0
01 Single local - multi-employer or employer's assoc.	-	-	-	-
02 Multi-local (same union) and single employer	-	-	-	-
03 Multi-local (same union) and multi-employer or employer's association	-	-	-	-
04 Multi-union and single employer	-	-	-	-
05 Multi-union and multi-employer or employer's assoc.	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 1-02 Size of Bargaining Unit				
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	-	-	-	-
02 200 - 499 employees	3	42.9	1113	21.7
03 500 - 999 employees	2	28.6	1782	34.8
04 1000 - 4999 employees	2	28.6	2230	43.5
05 5000 - 9999 employees	-	-	-	-
06 10,000 or more employees	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 1-03 Jurisdiction of Agreement				
00 Provincial	7	100.0	5125	100.0
01 Federal	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 1-04 Sector				
00 Private	7	100.0	5125	100.0
01 Public	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 1-05 Term of Agreement				
00 1 year	-	-	-	-
01 More than 1 year, less than 2 years	-	-	-	-
02 2 years	3	42.9	2509	49.0
03 More than 2 years, less than 3 years	-	-	-	-
04 3 years	4	57.1	2616	51.0
05 More than 3 years	-	-	-	-
06 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 1-06 Expiry Date of Agreement				
00 1st half of 1990 or earlier	-	-	-	-
01 2nd half of 1990	-	-	-	-
02 1st half of 1991	2	28.6	740	14.4
03 2nd half of 1991	2	28.6	2069	40.4
04 1st half of 1992	3	42.9	2316	45.2
05 2nd half of 1992	-	-	-	-
06 later than 1992	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 1-07 Geographical Breakdown

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 East & West Kootenays	2	28.6	1782	34.8
01 Okanagan	-	-	-	-
02 Southern Interior	1	14.3	373	7.3
03 Lower Coast & Lower Mainland	-	-	-	-
04 Vancouver Island	1	14.3	440	8.6
05 Central Interior	2	28.6	1404	27.4
06 Peace River	1	14.3	1126	22.0
07 North West	-	-	-	-
08 Two or more Regions	-	-	-	-
09 Inter-provincial	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 1-08 Existence of Continuation Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	1	14.3	817	15.9
01 Agreement continues from year to year unless notice to terminate is provided	1	14.3	965	18.8
02 Collective agreement continues during bargaining	2	28.6	1404	27.4
03 Collective agreement continues until strike or lockout	3	42.9	1939	37.8
04 1 and 2	-	-	-	-
05 1 and 3	-	-	-	-
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 Management Rights Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 General statement of management rights	3	42.9	2464	48.1
02 Enumerated list of management rights - residual rights with management	4	57.1	2661	51.9
03 Enumerated list of management rights - residual rights not specified	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 2-02 Contracting Out

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	440	8.6
01 Contracting out restricted to other union employees	1	14.3	965	18.8
02 Contracting out restricted - no displacement of present employees	2	28.6	1117	21.8
03 Contracting out restricted - payment of union wage rate required	-	-	-	-
04 Contracting out restricted (combination of 1, 2 and/or 3)	1	14.3	1104	21.5
05 Contracting out prohibited entirely	-	-	-	-
06 Other	2	28.6	1499	29.2
TOTAL	7	100.0	5125	100.0

FIELD 2-03 Union Security Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Closed shop	-	-	-	-
02 Union shop	5	71.4	4385	85.6
03 Modified union shop (compulsory membership for new employees)	2	28.6	740	14.4
04 Maintenance of membership	-	-	-	-
05 Rand formula	-	-	-	-
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 2-04 Authorization of Dues Check-off

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	5	71.4	4385	85.6
03 Compulsory for all employees (not all employees must be union members)	2	28.6	740	14.4
05 Compulsory for union members only	-	-	-	-
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	100.0	5125	100.0
01 Cross picket lines	-	-	-	-
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	-	-	-	-
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

SECTION 3- SENIORITY

FIELD 3-01 Seniority Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Union hiring hall	-	-	-	-
02 Employer (plant, bargaining unit)	2	28.6	1782	34.8
03 Department (branch, division)	-	-	-	-
04 Craft (occupation)	-	-	-	-
05 Employer & department	5	71.4	3343	65.2
06 Employer and craft	-	-	-	-
07 Combination of the above	-	-	-	-
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 3-02 Length of Probationary Period

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	373	7.3
01 1 calendar month	-	-	-	-
02 2 calendar months	3	42.9	3047	59.5
03 3 calendar months	1	14.3	300	5.9
04 6 calendar months	-	-	-	-
05 30 working days	1	14.3	440	8.6
06 45 working days	-	-	-	-
07 60 working days	-	-	-	-
08 240 working days	-	-	-	-
09 Other	1	14.3	965	18.8
TOTAL	7	100.0	5125	100.0

FIELD 3-03 Seniority Determining Promotion

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	1126	22.0
01 Straight seniority	-	-	-	-
02 Governs where qualifications are sufficient	2	28.6	1477	28.8
03 Governs where qualifications are equal	3	42.9	1557	30.4
04 Taken into account with other factors	-	-	-	-
05 Other	1	14.3	965	18.8
TOTAL	7	100.0	5125	100.0

FIELD 3-04 Seniority Determining Layoff

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 Straight seniority	1	14.3	1104	21.5
02 Governs where qualifications of the retained are sufficient	4	57.1	2616	51.0
03 Governs where qualifications are equal	1	14.3	440	8.6
04 Taken into account with other factors	-	-	-	-
05 Other	1	14.3	965	18.8
TOTAL	7	100.0	5125	100.0

FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	4	57.1	4012	78.3
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	-	-	-	-
03 72 hours	-	-	-	-
04 1 week	-	-	-	-
05 2 weeks	-	-	-	-
06 1 month	-	-	-	-
07 Graduated according to length of service	1	14.3	300	5.9
08 Notice mentioned, length not specified	-	-	-	-
09 Other	2	28.6	813	15.9
TOTAL	7	100.0	5125	100.0

FIELD 3-06 Recall Procedure

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	14.3	965	18.8
01 Straight seniority	1	14.3	1104	21.5
02 Seniority governs where qualifications are sufficient	5	71.4	3056	59.6
03 Seniority governs where qualifications are equal	-	-	-	-
04 Seniority considered with other factors	-	-	-	-
05 Union hiring hall referral	-	-	-	-
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 3-07 Loss of Seniority Recall Rights

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 Failure to report when notified	2	28.6	1338	26.1
02 After specified period off work	-	-	-	-
03 Either failure to report or after a specified period off work	5	71.4	3787	73.9
TOTAL	7	100.0	5125	100.0

FIELD 3-08 Retention of Seniority during Layoff

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 Less than 6 months	-	-	-	-
02 6 months	-	-	-	-
03 7 to 12 months	-	-	-	-
04 12 months	-	-	-	-
05 More than 12 months up to and including 24 months	1	14.3	817	15.9
06 More than 24 months	-	-	-	-
07 Graduated according to length of service	4	57.1	2970	58.0
08 Not specified or indefinite	1	14.3	373	7.3
09 Seniority lost on layoff	-	-	-	-
10 Other	1	14.3	965	18.8
TOTAL	7	100.0	5125	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-09 Retention of Seniority During Illness or Injury				
00 No provision	1	14.3	817	15.9
01 Up to 12 months	1	14.3	1104	21.5
02 12 - 24 months	1	14.3	1126	22.0
04 Varies by type of incapacitation	2	28.6	813	15.9
05 Other	2	28.6	1265	24.7
TOTAL	7	100.0	5125	100.0
FIELD 3-10 Seniority on Transfer from Bargaining Unit				
00 No provision	2	28.6	673	13.1
01 Seniority lost on transfer	1	14.3	1126	22.0
02 Seniority retained for a specific period onl	3	42.9	2886	56.3
03 Seniority retained indefinitely	-	-	-	-
04 Varies depending on circumstances of transfe	1	14.3	440	8.6
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.				
00 No provision	3	42.9	1705	33.3
01 For union officials	2	28.6	1943	37.9
02 Special skills, apprentices	1	14.3	373	7.3
03 Combination of alternatives	1	14.3	1104	21.5
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
SECTION 4- JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 Job Posting				
00 No provision	-	-	-	-
01 Provision	7	100.0	5125	100.0
TOTAL	7	100.0	5125	100.0
FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)				
00 No provision	3	42.9	2221	43.3
01 Older workers	-	-	-	-
02 Disabled workers	4	57.1	2904	56.7
03 Combination of older and disabled workers	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 4-03 Limitation of Part-Time Workers, Trainees				
00 No provision	5	71.4	3626	70.8
01 Provision	2	28.6	1499	29.2
TOTAL	7	100.0	5125	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-04 Training or Retraining (Other than Technological Change)				
00 No provision	-	-	-	-
01 Apprenticeship	-	-	-	-
02 Company provides on-the-job training experiences	-	-	-	-
03 Company sponsors off-premises training programs	-	-	-	-
04 1 and 2	4	57.1	2970	58.0
05 1 and 3	1	14.3	965	18.8
06 2 and 3	-	-	-	-
07 1, 2 and 3	2	28.6	1190	23.2
08 Training at employee initiative - company may or may not reimburse	-	-	-	-
09 Labour and management training program	-	-	-	-
10 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 4-05 Journeyman-Apprentice Ratio				
00 No provision	-	-	-	-
01 Maximum 1 apprentice for each journeyman	-	-	-	-
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	-	-	-	-
05 Maximum 1 apprentice for each 5 journeymen	-	-	-	-
06 Maximum 1 apprentice for each 6 or more journeymen	1	14.3	373	7.3
07 Not specified	6	85.7	4752	92.7
TOTAL	7	100.0	5125	100.0
FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing				
00 No provision	6	85.7	4752	92.7
01 Reduction in normal hours of work	-	-	-	-
02 Change in type of work	1	14.3	373	7.3
03 Combination of 1 and 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 4-07 Rate on Temporary Reassignment				
00 No provision	2	28.6	673	13.1
01 Regular rate of employee	-	-	-	-
02 Rate of temporary job or regular job whichever is greater	5	71.4	4452	86.9
03 Rate of temporary job	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 4-08 Guaranteed Employment or Earnings				
00 No provision	7	100.0	5125	100.0
01 Daily guarantee for some or all employees	-	-	-	-
02 Weekly guarantee for some or all employees	-	-	-	-
03 Monthly guarantee for some or all employees	-	-	-	-
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 4-09 Moonlighting

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	7	100.0	5125	100.0
01 Prohibited	-	-	-	-
02 Permitted - with restrictions	-	-	-	-
03 Permitted - without restrictions	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 4-10 Classification of Newly-Created Jobs

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	817	15.9
01 Union-management consultation only	-	-	-	-
02 Arbitration if consultation fails	6	85.7	4308	84.1
03 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

SECTION 5- TECHNOLOGICAL CHANGE

FIELD 5-01 Technological Change, Advance Notice

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	1	14.3	965	18.8
01 Less than 3 months	1	14.3	440	8.6
02 3 months	3	42.9	1490	29.1
03 6 months	1	14.3	1104	21.5
04 More than 6 months	-	-	-	-
05 Notice mentioned - time not specified	-	-	-	-
06 Other	1	14.3	1126	22.0
TOTAL	7	100.0	5125	100.0

FIELD 5-02 Consultation in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	42.9	1778	34.7
01 Consultation via special labour-management committee	2	28.6	1921	37.5
02 Consultation - details unspecified	2	28.6	1426	27.8
03 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-03 Arbitration of Technological Change Disputes

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	85.7	4021	78.5
01 Provision	1	14.3	1104	21.5
TOTAL	7	100.0	5125	100.0

FIELD 5-04 Technological Change: Employment Security

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Straight layoff	2	28.6	2230	43.5
02 Layoff with severance pay or S.U.B.	4	57.1	1930	37.7
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	-	-	-	-
05 Combination	1	14.3	965	18.8
06 No reduction in total number of employees	-	-	-	-
07 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	28.6	1566	30.6
01 Less than 1 year	4	57.1	2455	47.9
02 1 year	1	14.3	1104	21.5
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 4 years	-	-	-	-
06 5 years	-	-	-	-
07 10 years	-	-	-	-
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-06 Accumulation of Severance Pay

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	14.3	1126	22.0
01 One week's pay per year of service	3	42.9	1844	36.0
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	2	28.6	1190	23.2
03 Varies according to length of service	-	-	-	-
04 Flat amount (ie. $50/year, or $500 on termination etc.)	1	14.3	965	18.8
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-07 Maximum Amount of Severance Pay

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	14.3	1126	22.0
01 Less than 20 weeks' pay	5	71.4	3626	70.8
02 20 - 25 weeks' pay	-	-	-	-
03 26 - 29 weeks' pay	-	-	-	-
04 30 - 51 weeks' pay	-	-	-	-
05 52 weeks' pay or more	-	-	-	-
06 No maximum	1	14.3	373	7.3
07 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-08 Technological Change: Notice of Permanent Layoff

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	5	71.4	3935	76.8
01 Less than 3 months	1	14.3	373	7.3
02 3 months or mores, less than 6 months	1	14.3	817	15.9
03 6 months or more, less than 1 year	-	-	-	-
04 Mentioned, not specified	-	-	-	-
05 By length of service	-	-	-	-
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-09 Options for Employees Retained

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	14.3	440	8.6
01 Opportunity to be trained or retrained	1	14.3	373	7.3
02 Maintenance of current wage rate if required to move to lower graded job	1	14.3	965	18.8
03 Guarantee of only slightly lower pay if moved to lower graded job	-	-	-	-
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	4	57.1	3347	65.3
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-10 Training in Relation to Technological Change

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	28.6	1405	27.4
01 Company program	1	14.3	817	15.9
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	2	28.6	2230	43.5
04 Training or retraining mentioned but not specified	2	28.6	673	13.1
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-11 Technological Change: Reopener

00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-12 Technological Change: Relocation Allowance

00 No provision	7	100.0	5125	100.0
01 Employer pays full cost	-	-	-	-
02 Employer pays percentage of cost	-	-	-	-
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act

00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	7	100.0	5125	100.0

SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 Frequency of Deferred Wage Increases

00 No wage adjustment deferred during life of agreement	-	-	-	-
01 Wage adjustment every six months	-	-	-	-
02 Wage adjustment yearly	4	57.1	3281	64.0
03 Irregularly scheduled wage increases	3	42.9	1844	36.0
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 6-02 Other Wage Adjustments

00 No provision	6	85.7	4021	78.5
01 Date specified, amount determined later	-	-	-	-
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	1	14.3	1104	21.5
TOTAL	7	100.0	5125	100.0

FIELD 6-03 Severance Pay

00 No provision	2	28.6	1943	37.9
01 Severance pay plan	5	71.4	3182	62.1
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	-	-	-	-
04 Plan exists: no details	-	-	-	-
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 6-04 Supplementary Unemployment Benefits				
00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	4	57.1	3348	65.3
01 Less than one year	3	42.9	1777	34.7
02 1 year	-	-	-	-
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 5 years	-	-	-	-
06 10 years	-	-	-	-
07 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 6-06 Accumulation of Severance Pay				
00 No provision	2	28.6	1943	37.9
01 1 day's pay per year of service	1	14.3	300	5.9
02 1 week's pay per year of service	2	28.6	1544	30.1
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	1	14.3	373	7.3
04 Varies according to length of service	-	-	-	-
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	1	14.3	965	18.8
TOTAL	7	100.0	5125	100.0
FIELD 6-07 Maximum Accumulation of Severance Pay				
00 No provision	2	28.6	1943	37.9
01 Less than 20 weeks' pay	3	42.9	1844	36.0
02 20 weeks' pay	-	-	-	-
03 21 - 25 weeks' pay	-	-	-	-
04 26 - 29 weeks' pay	-	-	-	-
05 30 - 52 weeks' pay	1	14.3	965	18.8
06 No maximum	1	14.3	373	7.3
07 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 6-08 COLA				
00 No provision	6	85.7	4825	94.1
01 Provision exists and is effective during agreement	1	14.3	300	5.9
02 Provision exists and is to be implemented at a later date	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 6-09 COLA: Frequency				
00 No provision	6	85.7	4825	94.1
01 Automatic monthly adjustment	-	-	-	-
02 Automatic quarterly adjustment	1	14.3	300	5.9
03 Automatic semi-annually adjustment	-	-	-	-
04 Automatic annual adjustment	-	-	-	-
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	-	-	-	-
07 Review at irregular intervals	-	-	-	-
08 Cannot determine	-	-	-	-
09 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

SECTION 7- REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 Normal Daily Work Hours - Non-Office Employees	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			-	-
04 7 1/4 hours			-	-
05 7 1/2 hours			-	-
06 7 3/4 hours			-	-
07 8 hours			3976	77.9
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			1126	22.1
TOTAL			**5102**	**100.0**

FIELD 7-02 Normal Daily Work Hours - Office Employees	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			-	-
04 7 1/4 hours			-	-
05 7 1/2 hours			-	-
06 7 3/4 hours			-	-
07 8 hours			23	100.0
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			**23**	**100.0**

FIELD 7-03 Normal Weekly Work Days - Non-Office Employees	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			3976	77.9
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			1126	22.1
08 Other			-	-
TOTAL			**5102**	**100.0**

FIELD 7-04 Normal Weekly Work Days - Office Employees	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			23	100.0
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			**23**	**100.0**

FIELD 7-05 Normal Weekly Work Hours - Non-office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			-	-
04 37.5 hours			-	-
05 40 hours			5102	100.0
06 More than 40 hours			-	-
07 Other			-	-
TOTAL			**5102**	**100.0**

FIELD 7-06 Normal Weekly Work Hours - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			-	-
04 37.5 hours			-	-
05 40 hours			23	100.0
06 More than 40 hours			-	-
07 Other			-	-
TOTAL			**23**	**100.0**

FIELD 7-07 Days Off Per Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 2 Days (consecutive)	6	85.7	3999	78.0
02 2 days (not consecutive)	-	-	-	-
03 3 days (consecutive)	-	-	-	-
04 3 days (not consecutive)	-	-	-	-
05 4 days	-	-	-	-
06 Varied for continuous or non-continuous operations	1	14.3	1126	22.0
07 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 7-08 Reporting Pay - Work Not Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	1126	22.0
01 2 hours' pay (or Employment Standards Act)	1	14.3	300	5.9
02 3 hours' pay	-	-	-	-
03 4 hours' pay	5	71.4	3699	72.2
04 Full shift's pay	-	-	-	-
05 Other (includes no provision)	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 7-09 Reporting Pay - Work Has Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	28.6	2230	43.5
01 4 hours' pay (or Employment Standards Act)	5	71.4	2895	56.5
02 More than 4 hours' pay but less than full shift's pay	-	-	-	-
03 Full shift's pay	-	-	-	-
04 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 7-10 Paid Rest Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	817	15.9
01 2 for a total of 20 minutes	2	28.6	2091	40.8
02 2 for a total of 30 minutes	-	-	-	-
03 2 for a total of 40 minutes	-	-	-	-
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	4	57.1	2217	43.3
06 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.				
00 No provision	2	28.6	1265	24.7
01 Less than one day (24 hours)	2	28.6	1257	24.5
02 One day (24 hours)	-	-	-	-
03 More than one day, less than 3	2	28.6	2230	43.5
04 3 days to less than 7	1	14.3	373	7.3
05 7 to 14 days	-	-	-	-
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 7-12 Portal-to-Portal				
00 No provision	2	28.6	673	13.1
01 Provision	5	71.4	4452	86.9
TOTAL	7	100.0	5125	100.0
FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods				
00 No provision	6	85.7	4021	78.5
01 Provision	1	14.3	1104	21.5
TOTAL	7	100.0	5125	100.0
FIELD 7-14 Flexible Starting/Quitting Hours				
00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 7-15 Compressed Work Week				
00 No provision	1	14.3	300	5.9
01 3 day week in progress	1	14.3	440	8.6
02 4 day week in progress	2	28.6	1190	23.2
03 Alternating 4, 5, in progress	-	-	-	-
04 To commence during term of agreement	-	-	-	-
05 Under study	-	-	-	-
06 Other	3	42.9	3195	62.3
TOTAL	7	100.0	5125	100.0
SECTION 8- OVERTIME AND PREMIUM PAY				
FIELD 8-01 Overtime Rate after Normal Daily Work Hours				
00 1.5 x	-	-	-	-
01 1.5 x for 1 hour, then 2 x	-	-	-	-
02 1.5 x for 2 hours, then 2 x	3	42.9	2603	50.8
03 1.5 x for 3 hours, then 2 x	2	28.6	1405	27.4
04 1.5 x for 4 hours, then 2 x	1	14.3	300	5.9
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	-	-	-	-
07 Other	1	14.3	817	15.9
TOTAL	7	100.0	5125	100.0

FIELD 8-02 Overtime Rate after Normal Weekly Work Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1.5 x	-	-	-	-
01 1.5 x for 1 hour, then 2 x	-	-	-	-
02 1.5 x for 2 hours, then 2 x	2	28.6	1477	28.8
03 1.5 x for 3 hours, then 2 x	2	28.6	1405	27.4
04 1.5 x for 4 hours, then 2 x	1	14.3	300	5.9
05 1.5 x for 8 hours, then 2 x	1	14.3	1126	22.0
06 2 x	-	-	-	-
07 Other	1	14.3	817	15.9
TOTAL	7	100.0	5125	100.0

FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 1.5 x	4	57.1	2970	58.0
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 3 hours, then 2 x	-	-	-	-
05 1.5 x for 4 hours, then 2 x	-	-	-	-
06 2 x	-	-	-	-
07 Other	3	42.9	2155	42.0
TOTAL	7	100.0	5125	100.0

FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 1.5 x	3	42.9	1866	36.4
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	3	42.9	2442	47.6
06 3 x	-	-	-	-
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	1	14.3	817	15.9
TOTAL	7	100.0	5125	100.0

FIELD 8-05 Overtime Compensation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	965	18.8
01 Pay only	3	42.9	1866	36.4
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	3	42.9	2294	44.8
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 8-06 Right to Refuse Overtime

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	440	8.6
01 Right to refuse	2	28.6	1338	26.1
02 No right to refuse	-	-	-	-
03 Overtime compulsory in cases of emergency	3	42.9	3047	59.5
04 Other	1	14.3	300	5.9
TOTAL	7	100.0	5125	100.0

FIELD 8-07 Distribution of Overtime

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	817	15.9
01 Based on seniority	-	-	-	-
02 Shared among all employees	6	85.7	4308	84.1
03 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday				
00 No provision	-	-	-	-
01 No premium rate for regular Saturday work (ie. straight time)	1	14.3	965	18.8
02 1.5 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	-	-	-	-
06 Flat amount per hour or day	6	85.7	4160	81.2
07 Percentage of regular rate	-	-	-	-
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday				
00 No provision	-	-	-	-
01 No premium rate for regular Sunday work (ie. straight time)	-	-	-	-
02 1.5 x	1	14.3	965	18.8
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	-	-	-	-
06 Flat amount per hour or day	6	85.7	4160	81.2
07 Percentage of regular rate	-	-	-	-
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 8-10 Call-in (Call-Back) Pay Guarantee				
00 No provision	-	-	-	-
01 Minimum of 2 hours a straight time	-	-	-	-
02 Minimum of 3 hours at straight time	-	-	-	-
03 Minimum of 4 hours at straight time	3	42.9	2243	43.8
04 More than 4 hours pay at straight time	-	-	-	-
05 Minimum of 2 hours at overtime rate	-	-	-	-
06 Minimum of 3 hours at overtime rate	-	-	-	-
07 Minimum of 4 hours at overtime rate	3	42.9	1778	34.7
08 More than 4 hours' pay at overtime rate	-	-	-	-
09 Overtime rate, no minimum guarantee	-	-	-	-
10 1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11 2 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
12 Other	1	14.3	1104	21.5
TOTAL	7	100.0	5125	100.0
FIELD 8-11 Paid Meal Period				
00 No provision	1	14.3	817	15.9
01 On overtime, call-in, holiday work, etc.	3	42.9	2369	46.2
02 On designated shifts	3	42.9	1939	37.8
03 1 and 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 8-12 Meal Allowance on Overtime or Call-in				
00 No provision	2	28.6	1117	21.8
01 Less than $5.00	-	-	-	-
02 $5.00 - $5.99	-	-	-	-
03 $6.00 - $6.99	1	14.3	965	18.8
04 $7.00 - $7.99	-	-	-	-
05 $8.00 and more	-	-	-	-
06 Meal provided	4	57.1	3043	59.4
07 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.				
00 No provision	7	100.0	5125	100.0
01 1.5 x	-	-	-	-
02 1.5 x followed by a higher rate	-	-	-	-
03 2 x	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 8-14 Stand-by Pay				
00 No provision	6	85.7	4308	84.1
01 Provision	1	14.3	817	15.9
TOTAL	7	100.0	5125	100.0
FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work				
00 No provision	6	85.7	4160	81.2
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	-	-	-	-
02 Flat amount per hour in addition or regular wages	1	14.3	965	18.8
03 Percentage of regular rate	-	-	-	-
04 Reduced shift	-	-	-	-
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 8-16 Second Shift Premium				
00 No provision	-	-	-	-
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	1	14.3	1104	21.5
03 $0.50 - $0.69	3	42.9	1557	30.4
04 $0.70 - $0.89	2	28.6	2091	40.8
05 $0.90 and over	-	-	-	-
06 1/2 hour's pay per shift	-	-	-	-
07 1 hour's pay per shift	-	-	-	-
08 Percentage of hourly wage rate	-	-	-	-
09 Flat amount per shift	1	14.3	373	7.3
10 Flat amount per shift plus hourly differential	-	-	-	-
11 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 8-17 Third Shift Premium				
00 No provision	1	14.3	1126	22.0
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	1	14.3	1104	21.5
03 $0.50 - $0.69	2	28.6	740	14.4
04 $0.70 - $0.89	1	14.3	817	15.9
05 $0.90 - $1.24	1	14.3	965	18.8
06 $1.25 and over	-	-	-	-
07 1/2 hour's pay per shift	-	-	-	-
08 1 hour's pay per shift	-	-	-	-
09 2 hour's pay per shift	-	-	-	-
10 Percentage of hourly wage rate	-	-	-	-
11 Flat amount per shift	1	14.3	373	7.3
12 Flat amount per shift plus hourly differential	-	-	-	-
13 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-18 Split Shift Premium				
00 No provision	7	100.0	5125	100.0
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	-	-	-	-
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	-	-	-	-
07 Flat amount per shift	-	-	-	-
08 Percentage of hourly wage rate	-	-	-	-
09 Split shift prohibited	-	-	-	-
10 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 8-19 Mileage Allowance for Use of Private Car				
00 No Provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 8-20 Isolation/Northern Allowance				
00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
SECTION 9- PAID HOLIDAYS				
FIELD 9-01 Number of Paid (Statutory and Floating per Year)				
00 No provision	-	-	-	-
01 8 days or less	-	-	-	-
02 9 days	-	-	-	-
03 10 days	-	-	-	-
04 11 days	1	14.3	300	5.9
05 12 days	3	42.9	1778	34.7
06 13 days	1	14.3	817	15.9
07 14 days	-	-	-	-
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	2	28.6	2230	43.5
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 9-02 Requirements to Qualify for Paid Holiday				
00 No provision	1	14.3	373	7.3
01 Minimum length of service	-	-	-	-
02 Work on scheduled day before holiday	-	-	-	-
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	3	42.9	2886	56.3
05 Work scheduled either day before or day after holiday	1	14.3	300	5.9
06 Minimum length of service plus 2, 3, 4 or 5	2	28.6	1566	30.6
07 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday				
00 No provision	5	71.4	3559	69.4
01 Less than 1 month	-	-	-	-
02 1 month	1	14.3	440	8.6
03 2 months	1	14.3	1126	22.0
04 More than 2 months	-	-	-	-
05 Designated number of shifts or hours	-	-	-	-
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 9-04 Premium Rate on a Scheduled Holiday				
00 No provision	-	-	-	-
01 Another day off	-	-	-	-
02 1.5 x for hours worked plus holiday pay or another day off	4	57.1	2764	53.9
03 2x for hours worked plus holiday pay or another day off	2	28.6	1544	30.1
04 2.5 x for hours worked plus holiday pay or another day off	1	14.3	817	15.9
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 9-05 Paid Holiday Falling on Scheduled Day Off				
00 No provision	1	14.3	440	8.6
01 Another paid day off such as preceding Friday, or following Monday	5	71.4	3720	72.6
02 An extra day's pay	1	14.3	965	18.8
03 1 or 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 9-06 Paid Holiday Falling Within Vacation				
00 No provision	-	-	-	-
01 Another paid Day off	5	71.4	4008	78.2
02 Another day's pay	1	14.3	300	5.9
03 1 or 2	1	14.3	817	15.9
04 Not granted	-	-	-	-
TOTAL	7	100.0	5125	100.0

SECTION 10- PAID ANNUAL VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-01 Vacation Entitlement During First Year of Employment				
00 No provision	2	28.6	1566	30.6
01 Takes all of vacation earned for full year's service	1	14.3	965	18.8
02 One week after six months	1	14.3	1104	21.5
03 Graduated according to length of service	2	28.6	673	13.1
04 Other	1	14.3	817	15.9
TOTAL	7	100.0	5125	100.0

MINING

FIELD 10-02 Maximum Annual Paid Vacation

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	-	-	-	-
01	2 weeks	-	-	-	-
02	3 weeks	-	-	-	-
03	4 weeks	2	28.6	740	14.4
04	5 weeks	2	28.6	1477	28.8
05	6 weeks	1	14.3	817	15.9
06	7 weeks	1	14.3	965	18.8
07	8 weeks and over	-	-	-	-
08	Other	1	14.3	1126	22.0
	TOTAL	7	100.0	5125	100.0

FIELD 10-03 Years of Service for Three Weeks Paid Vacation

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	-	-	-	-
01	Minimum greater than three weeks	-	-	-	-
02	1 year	1	14.3	373	7.3
03	2 years	2	28.6	2069	40.4
04	3 years	4	57.1	2683	52.4
05	4 years	-	-	-	-
06	5 years	-	-	-	-
07	6 years	-	-	-	-
08	Not specified, cannot determine	-	-	-	-
09	Other	-	-	-	-
	TOTAL	7	100.0	5125	100.0

FIELD 10-04 Years of Service for Four Weeks Paid Vacation

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	1	14.3	1126	22.0
01	One year of service	-	-	-	-
02	Two Years	-	-	-	-
03	Three Years	-	-	-	-
04	Four Years	1	14.3	965	18.8
05	Five Years	1	14.3	373	7.3
06	Six Years	-	-	-	-
07	Seven Years	1	14.3	440	8.6
08	Eight Years	2	28.6	1921	37.5
09	Nine Years	-	-	-	-
10	Ten Years	1	14.3	300	5.9
11	Eleven Years	-	-	-	-
12	Twelve Years	-	-	-	-
13	Thirteen Years	-	-	-	-
14	Fourteen Years	-	-	-	-
15	Fifteen Years	-	-	-	-
16	Sixten Years	-	-	-	-
17	Seventeen Years	-	-	-	-
18	Eighteen Years	-	-	-	-
19	Nineteen Years	-	-	-	-
20	Twenty Years	-	-	-	-
21	twenty-One Years	-	-	-	-
22	Twenty-Two Years	-	-	-	-
23	Twenty-Three Years	-	-	-	-
24	Twenty-Four Years	-	-	-	-
25	Twenty-Five Years	-	-	-	-
26	Twenty-Six Years	-	-	-	-
27	Twenty-Seven Years	-	-	-	-
28	Twenty-Eight Years	-	-	-	-
29	Twenty-Nine Years	-	-	-	-
30	Thirty Years	-	-	-	-
	TOTAL	7	100.0	5125	100.0

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	3	42.9	1866	36.4
01	One year of service	-	-	-	-
02	Two Years	-	-	-	-
03	Three Years	-	-	-	-
04	Four Years	-	-	-	-
05	Five Years	-	-	-	-
06	Six Years	-	-	-	-
07	Seven Years	-	-	-	-
08	Eight Years	-	-	-	-
09	Nine Years	-	-	-	-
10	Ten Years	1	14.3	965	18.8
11	Eleven Years	1	14.3	373	7.3
12	Twelve Years	-	-	-	-
13	Thirteen Years	-	-	-	-
14	Fourteen Years	-	-	-	-
15	Fifteen Years	-	-	-	-
16	Sixten Years	-	-	-	-
17	Seventeen Years	1	14.3	817	15.9
18	Eighteen Years	1	14.3	1104	21.5
19	Nineteen Years	-	-	-	-
20	Twenty Years	-	-	-	-
21	twenty-One Years	-	-	-	-
22	Twenty-Two Years	-	-	-	-
23	Twenty-Three Years	-	-	-	-
24	Twenty-Four Years	-	-	-	-
25	Twenty-Five Years	-	-	-	-
26	Twenty-Six Years	-	-	-	-
27	Twenty-Seven Years	-	-	-	-
28	Twenty-Eight Years	-	-	-	-
29	Twenty-Nine Years	-	-	-	-
30	Thirty Years	-	-	-	-
	TOTAL	7	100.0	5125	100.0

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	5	71.4	3343	65.2
01	One year of service	-	-	-	-
02	Two Years	-	-	-	-
03	Three Years	-	-	-	-
04	Four Years	-	-	-	-
05	Five Years	-	-	-	-
06	Six Years	-	-	-	-
07	Seven Years	-	-	-	-
08	Eight Years	-	-	-	-
09	Nine Years	-	-	-	-
10	Ten Years	-	-	-	-
11	Eleven Years	-	-	-	-
12	Twelve Years	-	-	-	-
13	Thirteen Years	-	-	-	-
14	Fourteen Years	-	-	-	-
15	Fifteen Years	-	-	-	-
16	Sixten Years	-	-	-	-
17	Seventeen Years	-	-	-	-
18	Eighteen Years	-	-	-	-
19	Nineteen Years	-	-	-	-
20	Twenty Years	-	-	-	-
21	twenty-One Years	1	14.3	965	18.8
22	Twenty-Two Years	-	-	-	-
23	Twenty-Three Years	-	-	-	-
24	Twenty-Four Years	-	-	-	-
25	Twenty-Five Years	-	-	-	-
26	Twenty-Six Years	-	-	-	-
27	Twenty-Seven Years	-	-	-	-
28	Twenty-Eight Years	1	14.3	817	15.9
29	Twenty-Nine Years	-	-	-	-
30	Thirty Years	-	-	-	-
	TOTAL	7	100.0	5125	100.0

FIELD 10-07 Year of Service for Seven Weeks Paid Vacation

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	6	85.7	4160	81.2
01	One year of service	-	-	-	-
02	Two Years	-	-	-	-
03	Three Years	-	-	-	-
04	Four Years	-	-	-	-
05	Five Years	-	-	-	-
06	Six Years	-	-	-	-
07	Seven Years	-	-	-	-
08	Eight Years	-	-	-	-
09	Nine Years	-	-	-	-
10	Ten Years	-	-	-	-
11	Eleven Years	-	-	-	-
12	Twelve Years	-	-	-	-
13	Thirteen Years	-	-	-	-
14	Fourteen Years	-	-	-	-
15	Fifteen Years	-	-	-	-
16	Sixten Years	-	-	-	-
17	Seventeen Years	-	-	-	-
18	Eighteen Years	-	-	-	-
19	Nineteen Years	-	-	-	-
20	Twenty Years	-	-	-	-
21	twenty-One Years	-	-	-	-
22	Twenty-Two Years	-	-	-	-
23	Twenty-Three Years	-	-	-	-
24	Twenty-Four Years	-	-	-	-
25	Twenty-Five Years	-	-	-	-
26	Twenty-Six Years	-	-	-	-
27	Twenty-Seven Years	-	-	-	-
28	Twenty-Eight Years	-	-	-	-
29	Twenty-Nine Years	-	-	-	-
30	Thirty Years	1	14.3	965	18.8
31	Thirty-One Years	-	-	-	-
32	Thirty-Two Years	-	-	-	-
33	Thirty-Three Years	-	-	-	-
34	Thirty-Four Years	-	-	-	-
35	Thirty-Five or More Years	-	-	-	-
	TOTAL	7	100.0	5125	100.0

FIELD 10-08 Year of Service for Eight Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	100.0	5125	100.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 10-09 Annual Vacation Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Regular pay	1	14.3	817	15.9
02 Percentage of yearly gross earnings	4	57.1	2239	43.7
03 1 or 2, whichever is greatest	2	28.6	2069	40.4
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 10-10 Vacation Carry-Over

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	28.6	1404	27.4
01 With limitations	1	14.3	373	7.3
02 Without limitations	-	-	-	-
03 Not allowed	3	42.9	2531	49.4
04 Other	1	14.3	817	15.9
TOTAL	7	100.0	5125	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-11 Special Extended Vacations				
00 No provision	5	71.4	3204	62.5
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	2	28.6	1921	37.5
03 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
SECTION 11- LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 Bereavement Leave (Immediate Family)				
00 No provision	-	-	-	-
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	1	14.3	965	18.8
04 4 days	3	42.9	2243	43.8
05 5 days	-	-	-	-
06 Leave varies depending on circumstances	3	42.9	1917	37.4
07 Leave mentioned, length not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-02 Leave for Court or Jury Duty				
00 No provision	-	-	-	-
01 Provision for employee to receive full regular pay	7	100.0	5125	100.0
02 Other (not specified or less than full regular pay)	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-03 Leave for Union Business Other than Handling of Grievances				
00 No provision	-	-	-	-
01 Paid leave	-	-	-	-
02 Unpaid leave	7	100.0	5125	100.0
03 Paid or unpaid leave - depends on circumstances	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-04 Paid Leave: Marriage				
00 No provision	6	85.7	4752	92.7
01 Provision exists, but is not specified	1	14.3	373	7.3
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-05 Eligibility for Maternity Leave				
00 No provision	7	100.0	5125	100.0
01 1 month's service	-	-	-	-
02 2 to 6 months' service	-	-	-	-
03 More than 6 months	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

MINING

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)				
00 No provision	2	28.6	1405	27.4
01 17 weeks	-	-	-	-
02 18 weeks (or as per Employment Standards Act)	1	14.3	373	7.3
03 19 - 25 weeks	2	28.6	1943	37.9
04 26 weeks	1	14.3	1104	21.5
05 27 - 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	1	14.3	300	5.9
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-07 Maternity Leave with Pay				
00 No provision	7	100.0	5125	100.0
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	-	-	-	-
03 Leave of absence, no pay loss	-	-	-	-
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-08 Seniority During Maternity Leave				
00 No provision	5	71.4	3204	62.5
01 Seniority retained	1	14.3	1104	21.5
02 Seniority accumulated	-	-	-	-
03 Not mentioned if seniority retained or accumulated	1	14.3	817	15.9
04 Seniority accumulated up to certain period, then retained	-	-	-	-
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-09 Paid Leave: Paternity				
00 No provision	6	85.7	4021	78.5
01 Not specific	1	14.3	1104	21.5
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-10 Leave: Adoption				
00 No provision	6	85.7	4752	92.7
01 Paid leave	-	-	-	-
02 Unpaid leave	1	14.3	373	7.3
03 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 11-11 Leave: Parental				
00 No provision	6	85.7	3999	78.0
01 With pay	-	-	-	-
02 Without pay	1	14.3	1126	22.0
03 Other/Combination	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 11-12 Leave: Education

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	57.1	1930	37.7
01 Leave with full pay	-	-	-	-
02 Leave with partial pay	-	-	-	-
03 Leave without pay	-	-	-	-
04 Leave provided, but not specified with or without pay	3	42.9	3195	62.3
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 11-13 Sick Family Member Care Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	85.7	4752	92.7
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	-	-	-	-
04 4 days	-	-	-	-
05 5 days	-	-	-	-
06 Provided for, but deducted from sick leave	-	-	-	-
07 Other	1	14.3	373	7.3
TOTAL	7	100.0	5125	100.0

FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	57.1	3326	64.9
01 Employee totally responsible for contributions	-	-	-	-
02 Employee partly responsible (make up share of contribution during or after absence)	1	14.3	373	7.3
03 Employer totally responsible for contributions	1	14.3	1126	22.0
04 Mentioned but not specified	1	14.3	300	5.9
05 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 11-15 Personal Leave of Absence (unpaid)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	28.6	1782	34.8
01 Provision	5	71.4	3343	65.2
TOTAL	7	100.0	5125	100.0

SECTION 12- HEALTH AND WELFARE PROVISIONS

FIELD 12-01 Type of Health and Welfare Coverage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Health and welfare fund	-	-	-	-
02 Series of plans	7	100.0	5125	100.0
03 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 12-02 Service Requirement to Qualify for Health and Welfare

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	42.9	2886	56.3
01 Immediately on being employed	-	-	-	-
02 1 month	-	-	-	-
03 3 months	-	-	-	-
04 6 months	-	-	-	-
05 1 year	-	-	-	-
06 Varies according to particular benefit	3	42.9	1799	35.1
07 Other	1	14.3	440	8.6
TOTAL	7	100.0	5125	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-03 Employer Contribution to Health and Welfare Fund				
00 No health and welfare fund	7	100.0	5125	100.0
01 Under $0.40	-	-	-	-
02 $0.40 - $0.49	-	-	-	-
03 $0.50 - $0.74	-	-	-	-
04 $0.75 - $0.99	-	-	-	-
05 $1.00 - $1.25	-	-	-	-
06 $1.26 and over	-	-	-	-
07 Fund mentioned but amount not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 12-04 Employer Contribution to Basic Health Plan				
00 Plan not mentioned in agreement	1	14.3	300	5.9
01 100% of premium	6	85.7	4825	94.1
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
10 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 12-05 Employer Contribution to Extended Health Plan				
00 Plan not mentioned in agreement	1	14.3	300	5.9
01 100% of premium	6	85.7	4825	94.1
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
10 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 12-06 Type of Paid Sick Leave				
00 Plan not mentioned in agreement	-	-	-	-
01 Flat allowance (in time per month, year, etc.)	-	-	-	-
02 Graduated allowance according to service	-	-	-	-
03 Short term illness or injury plan	1	14.3	373	7.3
04 Weekly indemnity plan	5	71.4	3787	73.9
05 Both sick leave and weekly indemnity plan	1	14.3	965	18.8
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 12-07 Number of Days Paid Sick Leave Per Year

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	100.0	5125	100.0
01 1 to 6 days	-	-	-	-
02 7 to 12 days	-	-	-	-
03 13 to 15 days	-	-	-	-
04 16 to 18 days	-	-	-	-
05 19 or more days	-	-	-	-
06 Varies with length of service	-	-	-	-
07 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	100.0	5125	100.0
01 30 days or less	-	-	-	-
02 31 days to 90 days	-	-	-	-
03 91 days to 120 days	-	-	-	-
04 121 days to 150 days	-	-	-	-
05 151 days to 200 days	-	-	-	-
06 201 days to 250 days	-	-	-	-
07 More than 250 days	-	-	-	-
08 Unlimited accumulation	-	-	-	-
09 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 12-09 Conversion of Unused Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	100.0	5125	100.0
01 Annual conversion to cash or days off	-	-	-	-
02 Full conversion to cash or days off on retirement or termination	-	-	-	-
03 Partial conversion to cash or days off on retirement or termination	-	-	-	-
04 Combination	-	-	-	-
05 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	373	7.3
01 100% of premium	6	85.7	4752	92.7
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 12-11 Maximum Period of Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	14.3	373	7.3
01 Less than 12 weeks	-	-	-	-
02 13 weeks	-	-	-	-
03 26 weeks	-	-	-	-
04 39 weeks	-	-	-	-
05 52 weeks	6	85.7	4752	92.7
06 Varies according to length of service	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-12 Maximum Amount of Sickness Weekly Benefits				
00 No provision	-	-	-	-
01 $400 or less	2	28.6	740	14.4
02 $401 to $500	4	57.1	4012	78.3
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	1	14.3	373	7.3
06 Equal to maximum unemployment insurance benefit	-	-	-	-
07 Varies according to earnings	-	-	-	-
08 Plan mentioned, but amount not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 12-13 Long-Term Income Continuance Insurance Plan				
00 No provision	1	14.3	440	8.6
01 Provision	6	85.7	4685	91.4
TOTAL	7	100.0	5125	100.0
FIELD 12-14 Employer Contribution to Life Insurance Plan				
00 No provision	-	-	-	-
01 100% of premium	7	100.0	5125	100.0
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 12-15 Amount of Life Insurance Benefits				
00 No provision	-	-	-	-
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	4	57.1	2970	58.0
03 $40,000 to $59,999	1	14.3	965	18.8
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	2	28.6	1190	23.2
07 Plan mentioned but amount not specified	-	-	-	-
08 Health and Welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0
FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance				
00 No provision	1	14.3	817	15.9
01 100% of premium	6	85.7	4308	84.1
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance				
00 No provision	1	14.3	817	15.9
01 Under $20,000	1	14.3	440	8.6
02 $20,000 to $39,999	3	42.9	2530	49.4
03 $40,000 to $59,999	1	14.3	965	18.8
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	1	14.3	373	7.3
07 Plan mentioned but amount not specified	-	-	-	-
08 Health and Welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 12-18 Employer Contribution to Dental Plan				
00 No provision	-	-	-	-
01 100% of premium	7	100.0	5125	100.0
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 12-19 Type of Dental Work Covered				
00 No provision	-	-	-	-
01 Basic A	-	-	-	-
02 Basic and extended; A and B	-	-	-	-
03 Basic and orthodontics; A and C	-	-	-	-
04 Basic, extended and orthodontics; A, B and C	7	100.0	5125	100.0
05 Plan mentioned but details not specified	-	-	-	-
06 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
07 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 12-20 Availability of Pension Fund/Plan				
00 No provision	3	42.9	1866	36.4
01 Provision	4	57.1	3259	63.6
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 12-21 Administration of Pension Funds/Plan				
00 No provision	5	71.4	3343	65.2
01 Union	-	-	-	-
02 Management	-	-	-	-
03 Joint union/management administration	2	28.6	1782	34.8
04 Administered by separate trustees	-	-	-	-
05 Municipal/Provincial Government	-	-	-	-
06 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 12-22 Retirement Age Practices				
00 No provision	6	85.7	4752	92.7
01 Provision	1	14.3	373	7.3
TOTAL	**7**	**100.0**	**5125**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-23 Employer Contribution to RRSP				
00 No provision	3	42.9	2886	56.3
01 Provision	4	57.1	2239	43.7
TOTAL	**7**	**100.0**	**5125**	**100.0**

SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 Initial Presentation of Grievance to Management				
00 No provision	-	-	-	-
01 By employee without union representative present	-	-	-	-
02 By employees with union representative	1	14.3	373	7.3
03 By employees choice of with or without union representative	3	42.9	1705	33.3
04 By union representative	1	14.3	817	15.9
05 By grievance committee	-	-	-	-
06 By written notice	2	28.6	2230	43.5
07 By one of several alternative procedures	-	-	-	-
08 Other	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 13-02 Length of Time to Initiate Grievance				
00 No provision	-	-	-	-
01 72 hours or less	-	-	-	-
02 5 days	1	14.3	965	18.8
03 1 week	1	14.3	1126	22.0
04 10 days	3	42.9	1844	36.0
05 2 weeks	-	-	-	-
06 3 weeks	-	-	-	-
07 1 month	1	14.3	817	15.9
08 2 months	-	-	-	-
09 Varies by type of grievance	-	-	-	-
10 Other	1	14.3	373	7.3
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases				
00 No provision	2	28.6	1338	26.1
01 Provision	5	71.4	3787	73.9
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 13-04 Status Quo Ante in Discipline Cases				
00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 13-05 Clearing an Employee Record in Disciplinary Cases				
00 No provision	5	71.4	2895	56.5
01 Provision	2	28.6	2230	43.5
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives				
00 No provision	3	42.9	1778	34.7
01 Provision	4	57.1	3347	65.3
TOTAL	**7**	**100.0**	**5125**	**100.0**

FIELD 13-07 Arbitration

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 As required by legislation	-	-	-	-
01 Single arbitrator	3	42.9	2886	56.3
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	1	14.3	373	7.3
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	3	42.9	1866	36.4
06 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 13-08 Officer Appointment by Labour Relations

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Not prohibited (or no mention)	3	42.9	2222	43.4
01 Specifically prohibited by the Agreement	4	57.1	2903	56.6
TOTAL	7	100.0	5125	100.0

FIELD 13-09 Reference to Section 112 Labour Code, Share

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	57.1	2595	50.6
01 Provision	3	42.9	2530	49.4
TOTAL	7	100.0	5125	100.0

SECTION 14- OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 Occupational Safety and Health

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Joint safety committee	7	100.0	5125	100.0
02 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 14-02 Safety Committee Functions

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No safety committee provision	-	-	-	-
01 Safety committee functions not specified	-	-	-	-
02 Right to call special/emergency meetings	-	-	-	-
03 Right to initiate action on recommendations	-	-	-	-
04 Right to undertake inspections	1	14.3	300	5.9
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	4	57.1	3326	64.9
07 Combination of 2, 3 and 4	2	28.6	1499	29.2
08 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

FIELD 14-03 Pay for Time Spent on Safety Committee

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No safety committee provision	-	-	-	-
01 No provision for pay of safety committee	1	14.3	817	15.9
02 Provision for pay of safety committee	6	85.7	4308	84.1
TOTAL	7	100.0	5125	100.0

FIELD 14-04 Safety Equipment and Protective Clothing

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Equipment supplied at no cost to employee	3	42.9	1638	32.0
02 Equipment supplied at some cost to employee	3	42.9	3047	59.5
03 Monetary allowance provided for percentage of equipment, replacement at some cost	1	14.3	440	8.6
04 Other	-	-	-	-
TOTAL	7	100.0	5125	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-05 Right to Refuse Dangerous Working Conditions				
00 No provision	3	42.9	1705	33.3
01 Provision	4	57.1	3420	66.7
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 14-06 Video Display Terminals				
00 No provision	6	85.7	4021	78.5
01 Pregnant employees right to be reassigned or take leave of absence	-	-	-	-
02 Restriction on hours/rest breaks	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	1	14.3	1104	21.5
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 14-07 Employee Assistance Program				
00 No provision	6	85.7	4752	92.7
01 Provision	1	14.3	373	7.3
TOTAL	**7**	**100.0**	**5125**	**100.0**
SECTION 15- MISCELLANEOUS PROVISIONS				
FIELD 15-01 Labour-Management Committee				
00 No provision	2	28.6	1117	21.8
01 Provision	5	71.4	4008	78.2
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 15-02 Sexual Harassment				
00 No provision	7	100.0	5125	100.0
01 Policy statement only	-	-	-	-
02 Policy and/or complaint procedure	-	-	-	-
03 Mentioned but not specified	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 15-03 Day Care Facilities for Children of Employees				
00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 15-04 Job Evaluation Plan				
00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**
FIELD 15-05 Moving Expenses or Allowance				
00 No provision	7	100.0	5125	100.0
01 Provision	-	-	-	-
TOTAL	**7**	**100.0**	**5125**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 15-06 Work Clothing and/or Uniform Allowance				
00 No provision	6	85.7	4160	81.2
01 Provision	1	14.3	965	18.8
TOTAL	7	100.0	5125	100.0
FIELD 15-07 Tool Allowance				
00 No provision	1	14.3	965	18.8
01 Provision	6	85.7	4160	81.2
TOTAL	7	100.0	5125	100.0

PART I: c
MANUFACTURING

(41 agreements covering 57,406 employees)

Food and Beverage
Wood Products
Paper and Allied Products
Printing and Publishing
Metals (Primary and Secondary)
Machinery
Transportation Equipment
Electrical Products
Miscellaneous Manufacturing

SECTION 1- GENERAL INFORMATION

FIELD 1-01 Parties to Agreement

	MANUFACTURING			
	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 Single local - single employer	24	58.5	10876	18.9
01 Single local - multi-employer or employer's assoc.	7	17.1	3090	5.4
02 Multi-local (same union) and single employer	-	-	-	-
03 Multi-local (same union) and multi-employer or employer's association	7	17.1	42340	73.8
04 Multi-union and single employer	2	4.9	800	1.4
05 Multi-union and multi-employer or employer's assoc.	1	2.4	300	0.5
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 1-02 Size of Bargaining Unit

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	9	22.0	1240	2.2
02 200 - 499 employees	18	43.9	5416	9.4
03 500 - 999 employees	4	9.8	2700	4.7
04 1000 - 4999 employees	7	17.1	13300	23.2
05 5000 - 9999 employees	1	2.4	5300	9.2
06 10,000 or more employees	2	4.9	29450	51.3
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 1-03 Jurisdiction of Agreement

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 Provincial	41	100.0	57406	100.0
01 Federal	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 1-04 Sector

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 Private	41	100.0	57406	100.0
01 Public	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 1-05 Term of Agreement

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 1 year	1	2.4	212	0.4
01 More than 1 year, less than 2 years	-	-	-	-
02 2 years	9	22.0	3185	5.5
03 More than 2 years, less than 3 years	2	4.9	2876	5.0
04 3 years	27	65.9	50773	88.4
05 More than 3 years	2	4.9	360	0.6
06 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 1-06 Expiry Date of Agreement

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 1st half of 1990 or earlier	-	-	-	-
01 2nd half of 1990	1	2.4	212	0.4
02 1st half of 1991	19	46.3	43900	76.5
03 2nd half of 1991	7	17.1	4700	8.2
04 1st half of 1992	9	22.0	3958	6.9
05 2nd half of 1992	2	4.9	2876	5.0
06 later than 1992	3	7.3	1760	3.1
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 1-07 Geographical Breakdown

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 East & West Kootenays	2	4.9	2876	5.0
01 Okanagan	1	2.4	1250	2.2
02 Southern Interior	-	-	-	-
03 Lower Coast & Lower Mainland	23	56.1	5805	10.1
04 Vancouver Island	2	4.9	690	1.2
05 Central Interior	3	7.3	1420	2.5
06 Peace River	-	-	-	-
07 North West	1	2.4	1500	2.6
08 Two or more Regions	7	17.1	41915	73.0
09 Inter-provincial	2	4.9	1950	3.4
TOTAL	41	100.0	57406	100.0

FIELD 1-08 Existence of Continuation Clause

00 No Provision	-	-	-	-
01 Agreement continues from year to year unless notice to terminate is provided	10	24.4	15852	27.6
02 Collective agreement continues during bargaining	8	19.5	5066	8.8
03 Collective agreement continues until strike or lockout	7	17.1	2373	4.1
04 1 and 2	8	19.5	31520	54.9
05 1 and 3	6	14.6	2090	3.6
06 Other	2	4.9	505	0.9
TOTAL	41	100.0	57406	100.0

SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 Management Rights Clause

00 No provision	7	17.1	17845	31.1
01 General statement of management rights	16	39.0	29452	51.3
02 Enumerated list of management rights - residual rights with management	8	19.5	4881	8.5
03 Enumerated list of management rights - residual rights not specified	10	24.4	5228	9.1
04 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 2-02 Contracting Out

00 No provision	12	29.3	8013	14.0
01 Contracting out restricted to other union employees	4	9.8	1135	2.0
02 Contracting out restricted - no displacement of present employees	15	36.6	44768	78.0
03 Contracting out restricted - payment of union wage rate required	-	-	-	-
04 Contracting out restricted (combination of 1, 2 and/or 3)	1	2.4	300	0.5
05 Contracting out prohibited entirely	1	2.4	125	0.2
06 Other	8	19.5	3065	5.3
TOTAL	41	100.0	57406	100.0

FIELD 2-03 Union Security Clause

00 No provision	-	-	-	-
01 Closed shop	3	7.3	1750	3.0
02 Union shop	20	48.8	26533	46.2
03 Modified union shop (compulsory membership for new employees)	14	34.1	26548	46.2
04 Maintenance of membership	2	4.9	2180	3.8
05 Rand formula	1	2.4	280	0.5
06 Other	1	2.4	115	0.2
TOTAL	41	100.0	57406	100.0

FIELD 2-04 Authorization of Dues Check-off

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	1	2.4	11600	20.2
01	Voluntary	-	-	-	-
02	Compulsory for all employees (all employees must be union members)	23	56.1	16863	29.4
03	Compulsory for all employees (not all employees must be union members)	16	39.0	28828	50.2
05	Compulsory for union members only	1	2.4	115	0.2
06	Other	-	-	-	-
	TOTAL	41	100.0	57406	100.0

FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	23	56.1	50133	87.3
01	Cross picket lines	8	19.5	3755	6.5
02	Hot cargoes	-	-	-	-
03	Non-union workers	-	-	-	-
04	Combination of 1, 2 and/or 3	10	24.4	3518	6.1
05	Other	-	-	-	-
	TOTAL	41	100.0	57406	100.0

SECTION 3- SENIORITY

FIELD 3-01 Seniority Unit

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	-	-	-	-
01	Union hiring hall	2	4.9	1075	1.9
02	Employer (plant, bargaining unit)	13	31.7	5251	9.1
03	Department (branch, division)	2	4.9	390	0.7
04	Craft (occupation)	2	4.9	800	1.4
05	Employer & department	14	34.1	26595	46.3
06	Employer and craft	4	9.8	1095	1.9
07	Combination of the above	4	9.8	22200	38.7
08	Other	-	-	-	-
	TOTAL	41	100.0	57406	100.0

FIELD 3-02 Length of Probationary Period

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	2	4.9	1075	1.9
01	1 calendar month	5	12.2	35210	61.3
02	2 calendar months	1	2.4	450	0.8
03	3 calendar months	4	9.8	3020	5.3
04	6 calendar months	2	4.9	666	1.2
05	30 working days	7	17.1	6918	12.1
06	45 working days	5	12.2	3665	6.4
07	60 working days	5	12.2	1410	2.5
08	240 working days	-	-	-	-
09	Other	10	24.4	4992	8.7
	TOTAL	41	100.0	57406	100.0

FIELD 3-03 Seniority Determining Promotion

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	8	19.5	20450	35.6
01	Straight seniority	-	-	-	-
02	Governs where qualifications are sufficient	18	43.9	24487	42.7
03	Governs where qualifications are equal	13	31.7	11059	19.3
04	Taken into account with other factors	2	4.9	1410	2.5
05	Other	-	-	-	-
	TOTAL	41	100.0	57406	100.0

FIELD 3-04 Seniority Determining Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	2.4	125	0.2
01 Straight seniority	6	14.6	1715	3.0
02 Governs where qualifications of the retained are sufficient	31	75.6	54146	94.3
03 Governs where qualifications are equal	3	7.3	1420	2.5
04 Taken into account with other factors	-	-	-	-
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	16	39.0	30632	53.4
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	7	17.1	3810	6.6
03 72 hours	-	-	-	-
04 1 week	4	9.8	705	1.2
05 2 weeks	5	12.2	3328	5.8
06 1 month	3	7.3	17266	30.1
07 Graduated according to length of service	5	12.2	1465	2.6
08 Notice mentioned, length not specified	1	2.4	200	0.3
09 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 3-06 Recall Procedure

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	4.9	1075	1.9
01 Straight seniority	9	22.0	2630	4.6
02 Seniority governs where qualifications are sufficient	26	63.4	48481	84.5
03 Seniority governs where qualifications are equal	4	9.8	5220	9.1
04 Seniority considered with other factors	-	-	-	-
05 Union hiring hall referral	-	-	-	-
06 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 3-07 Loss of Seniority Recall Rights

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	4.9	1075	1.9
01 Failure to report when notified	5	12.2	1062	1.8
02 After specified period off work	5	12.2	23165	40.4
03 Either failure to report or after a specified period off work	29	70.7	32104	55.9
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 3-08 Retention of Seniority during Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	12.2	1625	2.8
01 Less than 6 months	-	-	-	-
02 6 months	-	-	-	-
03 7 to 12 months	1	2.4	170	0.3
04 12 months	7	17.1	3528	6.1
05 More than 12 months up to and including 24 months	9	22.0	6921	12.1
06 More than 24 months	1	2.4	140	0.2
07 Graduated according to length of service	15	36.6	42510	74.1
08 Not specified or indefinite	3	7.3	2512	4.4
09 Seniority lost on layoff	-	-	-	-
10 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-09 Retention of Seniority During Illness or Injury				
00 No provision	23	56.1	42033	73.2
01 Up to 12 months	3	7.3	632	1.1
02 12 - 24 months	2	4.9	440	0.8
04 Varies by type of incapacitation	2	4.9	2500	4.4
05 Other	7	17.1	10435	18.2
TOTAL	41	100.0	57406	100.0
FIELD 3-10 Seniority on Transfer from Bargaining Unit				
00 No provision	16	39.0	6440	11.2
01 Seniority lost on transfer	1	2.4	120	0.2
02 Seniority retained for a specific period onl	13	31.7	8106	14.1
03 Seniority retained indefinitely	7	17.1	18990	33.1
04 Varies depending on circumstances of transfe	3	7.3	23150	40.3
05 Other	1	2.4	600	1.0
TOTAL	41	100.0	57406	100.0
FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.				
00 No provision	36	87.8	55489	96.7
01 For union officials	3	7.3	617	1.1
02 Special skills, apprentices	2	4.9	1300	2.3
03 Combination of alternatives	-	-	-	-
04 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

SECTION 4- JOB OPPORTUNITY AND PROTECTION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 4-01 Job Posting				
00 No provision	10	24.4	21597	37.6
01 Provision	31	75.6	35809	62.4
TOTAL	41	100.0	57406	100.0
FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)				
00 No provision	31	75.6	50733	88.4
01 Older workers	-	-	-	-
02 Disabled workers	9	22.0	6533	11.4
03 Combination of older and disabled workers	1	2.4	140	0.2
TOTAL	41	100.0	57406	100.0
FIELD 4-03 Limitation of Part-Time Workers, Trainees				
00 No provision	36	87.8	55506	96.7
01 Provision	5	12.2	1900	3.3
TOTAL	41	100.0	57406	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-04 Training or Retraining (Other than Technological Change)				
00 No provision	8	19.5	3472	6.0
01 Apprenticeship	11	26.8	26345	45.9
02 Company provides on-the-job training experiences	3	7.3	620	1.1
03 Company sponsors off-premises training programs	1	2.4	120	0.2
04 1 and 2	9	22.0	5593	9.7
05 1 and 3	1	2.4	300	0.5
06 2 and 3	3	7.3	746	1.3
07 1, 2 and 3	4	9.8	20010	34.9
08 Training at employee initiative - company may or may not reimburse	-	-	-	-
09 Labour and management training program	-	-	-	-
10 Other	1	2.4	200	0.3
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 4-05 Journeyman-Apprentice Ratio				
00 No provision	18	43.9	5613	9.8
01 Maximum 1 apprentice for each journeyman	1	2.4	400	0.7
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	3	7.3	1425	2.5
05 Maximum 1 apprentice for each 5 journeymen	2	4.9	1400	2.4
06 Maximum 1 apprentice for each 6 or more journeymen	3	7.3	1028	1.8
07 Not specified	14	34.1	47540	82.8
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing				
00 No provision	35	85.4	53754	93.6
01 Reduction in normal hours of work	1	2.4	160	0.3
02 Change in type of work	3	7.3	2930	5.1
03 Combination of 1 and 2	2	4.9	562	1.0
04 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 4-07 Rate on Temporary Reassignment				
00 No provision	16	39.0	24085	42.0
01 Regular rate of employee	-	-	-	-
02 Rate of temporary job or regular job whichever is greater	23	56.1	33036	57.5
03 Rate of temporary job	2	4.9	285	0.5
04 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 4-08 Guaranteed Employment or Earnings				
00 No provision	33	80.5	51946	90.5
01 Daily guarantee for some or all employees	1	2.4	1000	1.7
02 Weekly guarantee for some or all employees	7	17.1	4460	7.8
03 Monthly guarantee for some or all employees	-	-	-	-
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-09 Moonlighting				
00 No Provision	35	85.4	55026	95.9
01 Prohibited	1	2.4	300	0.5
02 Permitted - with restrictions	3	7.3	1280	2.2
03 Permitted - without restrictions	-	-	-	-
04 Other	2	4.9	800	1.4
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 4-10 Classification of Newly-Created Jobs				
00 No provision	12	29.3	6202	10.8
01 Union-management consultation only	13	31.7	20805	36.2
02 Arbitration if consultation fails	12	29.3	9323	16.2
03 Other	4	9.8	21076	36.7
TOTAL	**41**	**100.0**	**57406**	**100.0**

SECTION 5- TECHNOLOGICAL CHANGE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-01 Technological Change, Advance Notice				
00 No Provision	13	31.7	6840	11.9
01 Less than 3 months	4	9.8	1395	2.4
02 3 months	8	19.5	3060	5.3
03 6 months	9	22.0	37085	64.6
04 More than 6 months	-	-	-	-
05 Notice mentioned - time not specified	4	9.8	7210	12.6
06 Other	3	7.3	1816	3.2
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 5-02 Consultation in Relation to Technological Change				
00 No provision	22	53.7	15308	26.7
01 Consultation via special labour-management committee	10	24.4	38380	66.9
02 Consultation - details unspecified	9	22.0	3718	6.5
03 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 5-03 Arbitration of Technological Change Disputes				
00 No provision	37	90.2	52756	91.9
01 Provision	4	9.8	4650	8.1
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 5-04 Technological Change: Employment Security				
00 No provision	13	31.7	6583	11.5
01 Straight layoff	5	12.2	1348	2.3
02 Layoff with severance pay or S.U.B.	16	39.0	44725	77.9
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	1	2.4	350	0.6
05 Combination	6	14.6	4400	7.7
06 No reduction in total number of employees	-	-	-	-
07 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	23	56.1	11673	20.3
01 Less than 1 year	6	14.6	24580	42.8
02 1 year	7	17.1	18323	31.9
03 2 years	1	2.4	240	0.4
04 3 years	2	4.9	1640	2.9
05 4 years	-	-	-	-
06 5 years	2	4.9	950	1.7
07 10 years	-	-	-	-
08 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 5-06 Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	41.5	9563	16.7
01 One week's pay per year of service	17	41.5	44635	77.8
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	1	2.4	140	0.2
03 Varies according to length of service	3	7.3	978	1.7
04 Flat amount (ie. $50/year, or $500 on termination etc.)	1	2.4	350	0.6
05 Other	2	4.9	1740	3.0
TOTAL	41	100.0	57406	100.0

FIELD 5-07 Maximum Amount of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	41.5	9563	16.7
01 Less than 20 weeks' pay	4	9.8	3035	5.3
02 20 - 25 weeks' pay	2	4.9	690	1.2
03 26 - 29 weeks' pay	2	4.9	345	0.6
04 30 - 51 weeks' pay	8	19.5	41210	71.8
05 52 weeks' pay or more	1	2.4	400	0.7
06 No maximum	6	14.6	1813	3.2
07 Other	1	2.4	350	0.6
TOTAL	41	100.0	57406	100.0

FIELD 5-08 Technological Change: Notice of Permanent Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	30	73.2	15792	27.5
01 Less than 3 months	3	7.3	17350	30.2
02 3 months or mores, less than 6 months	4	9.8	1008	1.8
03 6 months or more, less than 1 year	3	7.3	22890	39.9
04 Mentioned, not specified	-	-	-	-
05 By length of service	-	-	-	-
06 Other	1	2.4	366	0.6
TOTAL	41	100.0	57406	100.0

FIELD 5-09 Options for Employees Retained

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	19.5	4257	7.4
01 Opportunity to be trained or retrained	16	39.0	4823	8.4
02 Maintenance of current wage rate if required to move to lower graded job	2	4.9	1590	2.8
03 Guarantee of only slightly lower pay if moved to lower graded job	4	9.8	19020	33.1
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	11	26.8	27716	48.3
06 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 5-10 Training in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	34.1	9217	16.1
01 Company program	4	9.8	4213	7.3
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	7	17.1	19805	34.5
04 Training or retraining mentioned but not specified	16	39.0	24171	42.1
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 5-11 Technological Change: Reopener

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	41	100.0	57406	100.0
01 Provision	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 5-12 Technological Change: Relocation Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	41	100.0	57406	100.0
01 Employer pays full cost	-	-	-	-
02 Employer pays percentage of cost	-	-	-	-
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	41	100.0	57406	100.0
01 Provision	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 Frequency of Deferred Wage Increases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No wage adjustment deferred during life of agreement	2	4.9	612	1.1
01 Wage adjustment every six months	1	2.4	170	0.3
02 Wage adjustment yearly	31	75.6	52258	91.0
03 Irregularly scheduled wage increases	7	17.1	4366	7.6
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 6-02 Other Wage Adjustments

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	38	92.7	56718	98.8
01 Date specified, amount determined later	1	2.4	228	0.4
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	2	4.9	460	0.8
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 6-03 Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	36.6	11233	19.6
01 Severance pay plan	24	58.5	45728	79.7
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	2	4.9	445	0.8
04 Plan exists: no details	-	-	-	-
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 6-04 Supplementary Unemployment Benefits

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	38	92.7	55461	96.6
01 Provision	3	7.3	1945	3.4
TOTAL	41	100.0	57406	100.0

FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	21	51.2	35943	62.6
01 Less than one year	6	14.6	17920	31.2
02 1 year	5	12.2	1423	2.5
03 2 years	4	9.8	710	1.2
04 3 years	1	2.4	200	0.3
05 5 years	1	2.4	300	0.5
06 10 years	1	2.4	110	0.2
07 Other	2	4.9	800	1.4
TOTAL	41	100.0	57406	100.0

FIELD 6-06 Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	36.6	11233	19.6
01 1 day's pay per year of service	2	4.9	375	0.7
02 1 week's pay per year of service	12	29.3	41890	73.0
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	4	9.8	1920	3.3
04 Varies according to length of service	6	14.6	1608	2.8
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	2	4.9	380	0.7
TOTAL	41	100.0	57406	100.0

FIELD 6-07 Maximum Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	16	39.0	11343	19.8
01 Less than 20 weeks' pay	9	22.0	2710	4.7
02 20 weeks' pay	1	2.4	240	0.4
03 21 - 25 weeks' pay	-	-	-	-
04 26 - 29 weeks' pay	1	2.4	230	0.4
05 30 - 52 weeks' pay	3	7.3	17200	30.0
06 No maximum	9	22.0	25153	43.8
07 Other	2	4.9	530	0.9
TOTAL	41	100.0	57406	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	31	75.6	50390	87.8
01 Provision exists and is effective during agreement	8	19.5	5391	9.4
02 Provision exists and is to be implemented at a later date	2	4.9	1625	2.8
TOTAL	41	100.0	57406	100.0

FIELD 6-09 COLA: Frequency

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	31	75.6	50390	87.8
01 Automatic monthly adjustment	1	2.4	300	0.5
02 Automatic quarterly adjustment	2	4.9	1900	3.3
03 Automatic semi-annually adjustment	1	2.4	1250	2.2
04 Automatic annual adjustment	2	4.9	445	0.8
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	2	4.9	2876	5.0
07 Review at irregular intervals	1	2.4	120	0.2
08 Cannot determine	-	-	-	-
09 Other	1	2.4	125	0.2
TOTAL	41	100.0	57406	100.0

SECTION 7- REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 Normal Daily Work Hours - Non-Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			-	-
02 Less than 7 hours			110	0.2
03 7 hours			125	0.2
04 7 1/4 hours			-	-
05 7 1/2 hours			1230	2.2
06 7 3/4 hours			760	1.3
07 8 hours			53730	94.4
08 More than 8 hours			805	1.4
09 Flexible work hours			-	-
10 Other			160	0.3
TOTAL			**56920**	**100.0**

FIELD 7-02 Normal Daily Work Hours - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			15	3.1
04 7 1/4 hours			-	-
05 7 1/2 hours			40	8.2
06 7 3/4 hours			-	-
07 8 hours			401	82.5
08 More than 8 hours			30	6.2
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			**486**	**100.0**

FIELD 7-03 Normal Weekly Work Days - Non-Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			220	0.4
02 3 days			-	-
03 4 days			210	0.4
04 5 days			55895	98.2
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			295	0.5
08 Other			300	0.5
TOTAL			**56920**	**100.0**

FIELD 7-04 Normal Weekly Work Days - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			456	93.8
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			30	6.2
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			**486**	**100.0**

FIELD 7-05 Normal Weekly Work Hours - Non-office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			710	1.2
04 37.5 hours			1230	2.2
05 40 hours			53255	93.6
06 More than 40 hours			-	-
07 Other			1725	3.0
TOTAL			**56920**	**100.0**

FIELD 7-06 Normal Weekly Work Hours - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			70	14.4
04 37.5 hours			40	8.2
05 40 hours			376	77.4
06 More than 40 hours			-	-
07 Other			-	-
TOTAL			**486**	**100.0**

FIELD 7-07 Days Off Per Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	4.9	2350	4.1
01 2 Days (consecutive)	34	82.9	36371	63.4
02 2 days (not consecutive)	-	-	-	-
03 3 days (consecutive)	-	-	-	-
04 3 days (not consecutive)	-	-	-	-
05 4 days	1	2.4	180	0.3
06 Varied for continuous or non-continuous operations	4	9.8	18505	32.2
07 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 7-08 Reporting Pay - Work Not Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	22.0	2996	5.2
01 2 hours' pay (or Employment Standards Act)	18	43.9	45697	79.6
02 3 hours' pay	1	2.4	2510	4.4
03 4 hours' pay	9	22.0	5068	8.8
04 Full shift's pay	3	7.3	995	1.7
05 Other (includes no provision)	1	2.4	140	0.2
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 7-09 Reporting Pay - Work Has Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	24.4	5426	9.5
01 4 hours' pay (or Employment Standards Act)	27	65.9	50535	88.0
02 More than 4 hours' pay but less than full shift's pay	-	-	-	-
03 Full shift's pay	4	9.8	1445	2.5
04 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 7-10 Paid Rest Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	24.4	22581	39.3
01 2 for a total of 20 minutes	18	43.9	27817	48.5
02 2 for a total of 30 minutes	9	22.0	5128	8.9
03 2 for a total of 40 minutes	1	2.4	180	0.3
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	1	2.4	950	1.7
06 Other	2	4.9	750	1.3
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	36.6	29963	52.2
01 Less than one day (24 hours)	4	9.8	1600	2.8
02 One day (24 hours)	3	7.3	770	1.3
03 More than one day, less than 3	7	17.1	13765	24.0
04 3 days to less than 7	5	12.2	2895	5.0
05 7 to 14 days	3	7.3	583	1.0
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	2	4.9	2180	3.8
08 Other	2	4.9	5650	9.8
TOTAL	41	100.0	57406	100.0

FIELD 7-12 Portal-to-Portal

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	34	82.9	31796	55.4
01 Provision	7	17.1	25610	44.6
TOTAL	41	100.0	57406	100.0

FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	29	70.7	53076	92.5
01 Provision	12	29.3	4330	7.5
TOTAL	41	100.0	57406	100.0

FIELD 7-14 Flexible Starting/Quitting Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	40	97.6	57181	99.6
01 Provision	1	2.4	225	0.4
TOTAL	41	100.0	57406	100.0

FIELD 7-15 Compressed Work Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	31	75.6	13826	24.1
01 3 day week in progress	-	-	-	-
02 4 day week in progress	2	4.9	2625	4.6
03 Alternating 4, 5, in progress	1	2.4	300	0.5
04 To commence during term of agreement	1	2.4	265	0.5
05 Under study	-	-	-	-
06 Other	6	14.6	40390	70.4
TOTAL	41	100.0	57406	100.0

SECTION 8- OVERTIME AND PREMIUM PAY

FIELD 8-01 Overtime Rate after Normal Daily Work Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1.5 x	5	12.2	17590	30.6
01 1.5 x for 1 hour, then 2 x	1	2.4	200	0.3
02 1.5 x for 2 hours, then 2 x	5	12.2	2215	3.9
03 1.5 x for 3 hours, then 2 x	10	24.4	27172	47.3
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	16	39.0	5573	9.7
07 Other	4	9.8	4656	8.1
TOTAL	41	100.0	57406	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-02 Overtime Rate after Normal Weekly Work Hours				
00 1.5 x	7	17.1	18850	32.8
01 1.5 x for 1 hour, then 2 x	-	-	-	-
02 1.5 x for 2 hours, then 2 x	5	12.2	2305	4.0
03 1.5 x for 3 hours, then 2 x	6	14.6	25540	44.5
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 1.5 x for 8 hours, then 2 x	1	2.4	212	0.4
06 2 x	16	39.0	5573	9.7
07 Other	6	14.6	4926	8.6
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)				
00 No provision	2	4.9	4010	7.0
01 1.5 x	13	31.7	27200	47.4
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	2	4.9	625	1.1
04 1.5 x for 3 hours, then 2 x	1	2.4	17850	31.1
05 1.5 x for 4 hours, then 2 x	1	2.4	350	0.6
06 2 x	18	43.9	6283	10.9
07 Other	4	9.8	1088	1.9
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)				
00 No provision	3	7.3	4170	7.3
01 1.5 x	7	17.1	23570	41.1
02 1.5 x for 1 hour, then 2 x	1	2.4	400	0.7
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	27	65.9	28495	49.6
06 3 x	1	2.4	125	0.2
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	2	4.9	646	1.1
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-05 Overtime Compensation				
00 No provision	11	26.8	10036	17.5
01 Pay only	16	39.0	23950	41.7
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	12	29.3	20460	35.6
04 Other	2	4.9	2960	5.2
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-06 Right to Refuse Overtime				
00 No provision	16	39.0	29855	52.0
01 Right to refuse	19	46.3	22220	38.7
02 No right to refuse	1	2.4	225	0.4
03 Overtime compulsory in cases of emergency	4	9.8	4740	8.3
04 Other	1	2.4	366	0.6
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-07 Distribution of Overtime				
00 No provision	21	51.2	50194	87.4
01 Based on seniority	6	14.6	2507	4.4
02 Shared among all employees	14	34.1	4705	8.2
03 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	15	36.6	11060	19.3
01 No premium rate for regular Saturday work (ie. straight time)	13	31.7	36155	63.0
02 1.5 x	1	2.4	3800	6.6
03 1.5 x for 2 hours, then 2 x	1	2.4	225	0.4
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	1	2.4	550	1.0
06 Flat amount per hour or day	5	12.2	4030	7.0
07 Percentage of regular rate	1	2.4	140	0.2
08 Other	4	9.8	1446	2.5
TOTAL	41	100.0	57406	100.0

FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	15	36.6	5130	8.9
01 No premium rate for regular Sunday work (ie. straight time)	5	12.2	3145	5.5
02 1.5 x	10	24.4	41840	72.9
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	4	9.8	1275	2.2
06 Flat amount per hour or day	5	12.2	5410	9.4
07 Percentage of regular rate	1	2.4	240	0.4
08 Other	1	2.4	366	0.6
TOTAL	41	100.0	57406	100.0

FIELD 8-10 Call-in (Call-Back) Pay Guarantee

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	8	19.5	20322	35.4
01 Minimum of 2 hours a straight time	-	-	-	-
02 Minimum of 3 hours at straight time	1	2.4	1500	2.6
03 Minimum of 4 hours at straight time	10	24.4	5259	9.2
04 More than 4 hours pay at straight time	2	4.9	16900	29.4
05 Minimum of 2 hours at overtime rate	2	4.9	2550	4.4
06 Minimum of 3 hours at overtime rate	7	17.1	7275	12.7
07 Minimum of 4 hours at overtime rate	6	14.6	1295	2.3
08 More than 4 hours' pay at overtime rate	-	-	-	-
09 Overtime rate, no minimum guarantee	-	-	-	-
10 1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11 2 x for hours worked or 4 hours at straight time, whichever is greater	2	4.9	630	1.1
12 Other	3	7.3	1675	2.9
TOTAL	41	100.0	57406	100.0

FIELD 8-11 Paid Meal Period

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	15	36.6	24499	42.7
01 On overtime, call-in, holiday work, etc.	19	46.3	27962	48.7
02 On designated shifts	-	-	-	-
03 1 and 2	4	9.8	2465	4.3
04 Other	3	7.3	2480	4.3
TOTAL	41	100.0	57406	100.0

FIELD 8-12 Meal Allowance on Overtime or Call-in

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	19	46.3	7711	13.4
01 Less than $5.00	-	-	-	-
02 $5.00 - $5.99	2	4.9	775	1.4
03 $6.00 - $6.99	-	-	-	-
04 $7.00 - $7.99	-	-	-	-
05 $8.00 and more	1	2.4	170	0.3
06 Meal provided	17	41.5	47550	82.8
07 Other	2	4.9	1200	2.1
TOTAL	41	100.0	57406	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.				
00 No provision	35	85.4	55026	95.9
01 1.5 x	2	4.9	1300	2.3
02 1.5 x followed by a higher rate	-	-	-	-
03 2 x	-	-	-	-
04 Flat amount	2	4.9	280	0.5
05 Other	2	4.9	800	1.4
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-14 Stand-by Pay				
00 No provision	36	87.8	53130	92.6
01 Provision	5	12.2	4276	7.4
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work				
00 No provision	33	80.5	53496	93.2
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	-	-	-	-
02 Flat amount per hour in addition or regular wages	5	12.2	2160	3.8
03 Percentage of regular rate	3	7.3	1750	3.0
04 Reduced shift	-	-	-	-
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-16 Second Shift Premium				
00 No provision	3	7.3	642	1.1
01 Under $0.30	2	4.9	2400	4.2
02 $0.30 - $0.49	11	26.8	42070	73.3
03 $0.50 - $0.69	9	22.0	6623	11.5
04 $0.70 - $0.89	2	4.9	235	0.4
05 $0.90 and over	1	2.4	240	0.4
06 1/2 hour's pay per shift	-	-	-	-
07 1 hour's pay per shift	1	2.4	950	1.7
08 Percentage of hourly wage rate	1	2.4	120	0.2
09 Flat amount per shift	2	4.9	800	1.4
10 Flat amount per shift plus hourly differential	4	9.8	1845	3.2
11 Other	5	12.2	1481	2.6
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 8-17 Third Shift Premium				
00 No provision	5	12.2	872	1.5
01 Under $0.30	1	2.4	2000	3.5
02 $0.30 - $0.49	10	24.4	25640	44.7
03 $0.50 - $0.69	6	14.6	18768	32.7
04 $0.70 - $0.89	1	2.4	265	0.5
05 $0.90 - $1.24	3	7.3	4130	7.2
06 $1.25 and over	2	4.9	355	0.6
07 1/2 hour's pay per shift	-	-	-	-
08 1 hour's pay per shift	-	-	-	-
09 2 hour's pay per shift	1	2.4	950	1.7
10 Percentage of hourly wage rate	-	-	-	-
11 Flat amount per shift	2	4.9	800	1.4
12 Flat amount per shift plus hourly differential	5	12.2	2145	3.7
13 Other	5	12.2	1481	2.6
TOTAL	**41**	**100.0**	**57406**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-18 Split Shift Premium				
00 No provision	40	97.6	57166	99.6
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	-	-	-	-
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	-	-	-	-
07 Flat amount per shift	-	-	-	-
08 Percentage of hourly wage rate	-	-	-	-
09 Split shift prohibited	1	2.4	240	0.4
10 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 8-19 Mileage Allowance for Use of Private Car				
00 No Provision	35	85.4	55066	95.9
01 Provision	6	14.6	2340	4.1
TOTAL	41	100.0	57406	100.0
FIELD 8-20 Isolation/Northern Allowance				
00 No provision	38	92.7	54286	94.6
01 Provision	3	7.3	3120	5.4
TOTAL	41	100.0	57406	100.0
SECTION 9- PAID HOLIDAYS				
FIELD 9-01 Number of Paid (Statutory and Floating per Year)				
00 No provision	-	-	-	-
01 8 days or less	-	-	-	-
02 9 days	-	-	-	-
03 10 days	4	9.8	1950	3.4
04 11 days	18	43.9	29735	51.8
05 12 days	14	34.1	21481	37.4
06 13 days	4	9.8	3290	5.7
07 14 days	1	2.4	950	1.7
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 9-02 Requirements to Qualify for Paid Holiday				
00 No provision	6	14.6	3471	6.0
01 Minimum length of service	6	14.6	1960	3.4
02 Work on scheduled day before holiday	1	2.4	350	0.6
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	5	12.2	858	1.5
05 Work scheduled either day before or day after holiday	2	4.9	2860	5.0
06 Minimum length of service plus 2, 3, 4 or 5	20	48.8	47682	83.1
07 Other	1	2.4	225	0.4
TOTAL	41	100.0	57406	100.0

FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	26.8	4504	7.8
01 Less than 1 month	2	4.9	565	1.0
02 1 month	15	36.6	30577	53.3
03 2 months	5	12.2	6440	11.2
04 More than 2 months	2	4.9	400	0.7
05 Designated number of shifts or hours	1	2.4	180	0.3
06 Other	5	12.2	14740	25.7
TOTAL	41	100.0	57406	100.0

FIELD 9-04 Premium Rate on a Scheduled Holiday

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	4.9	285	0.5
01 Another day off	-	-	-	-
02 1.5 x for hours worked plus holiday pay or another day off	14	34.1	47216	82.2
03 2x for hours worked plus holiday pay or another day off	22	53.7	8463	14.7
04 2.5 x for hours worked plus holiday pay or another day off	-	-	-	-
05 Other	3	7.3	1442	2.5
TOTAL	41	100.0	57406	100.0

FIELD 9-05 Paid Holiday Falling on Scheduled Day Off

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	7.3	2130	3.7
01 Another paid day off such as preceding Friday, or following Monday	32	78.0	51913	90.4
02 An extra day's pay	5	12.2	1363	2.4
03 1 or 2	1	2.4	2000	3.5
04 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 9-06 Paid Holiday Falling Within Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	16	39.0	28695	50.0
01 Another paid Day off	20	48.8	25524	44.5
02 Another day's pay	2	4.9	2690	4.7
03 1 or 2	3	7.3	497	0.9
04 Not granted	-	-	-	-
TOTAL	41	100.0	57406	100.0

SECTION 10- PAID ANNUAL VACATION

FIELD 10-01 Vacation Entitlement During First Year of Employment

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	19	46.3	28817	50.2
01 Takes all of vacation earned for full year's service	4	9.8	1285	2.2
02 One week after six months	-	-	-	-
03 Graduated according to length of service	11	26.8	20808	36.2
04 Other	7	17.1	6496	11.3
TOTAL	41	100.0	57406	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-02 Maximum Annual Paid Vacation				
00 No provision	-	-	-	-
01 2 weeks	-	-	-	-
02 3 weeks	1	2.4	950	1.7
03 4 weeks	4	9.8	1987	3.5
04 5 weeks	3	7.3	525	0.9
05 6 weeks	17	41.5	10361	18.0
06 7 weeks	14	34.1	43185	75.2
07 8 weeks and over	2	4.9	398	0.7
08 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 10-03 Years of Service for Three Weeks Paid Vacation				
00 No provision	-	-	-	-
01 Minimum greater than three weeks	1	2.4	125	0.2
02 1 year	6	14.6	4791	8.3
03 2 years	16	39.0	44543	77.6
04 3 years	5	12.2	915	1.6
05 4 years	8	19.5	4142	7.2
06 5 years	4	9.8	1940	3.4
07 6 years	-	-	-	-
08 Not specified, cannot determine	1	2.4	950	1.7
09 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 10-04 Years of Service for Four Weeks Paid Vacation				
00 No provision	1	2.4	950	1.7
01 One year of service	1	2.4	125	0.2
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	3	7.3	1690	2.9
07 Seven Years	15	36.6	45576	79.4
08 Eight Years	8	19.5	3093	5.4
09 Nine Years	5	12.2	2955	5.1
10 Ten Years	5	12.2	2225	3.9
11 Eleven Years	-	-	-	-
12 Twelve Years	2	4.9	580	1.0
13 Thirteen Years	-	-	-	-
14 Fourteen Years	1	2.4	212	0.4
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	5	12.2	2937	5.1
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	3	7.3	1670	2.9
14 Fourteen Years	5	12.2	1280	2.2
15 Fifteen Years	18	43.9	43763	76.2
16 Sixten Years	1	2.4	2000	3.5
17 Seventeen Years	3	7.3	3101	5.4
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	6	14.6	2655	4.6
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	8	19.5	3462	6.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	1	2.4	550	1.0
18 Eighteen Years	2	4.9	1240	2.2
19 Nineteen Years	3	7.3	850	1.5
20 Twenty Years	10	24.4	2495	4.3
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	1	2.4	228	0.4
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	8	19.5	41210	71.8
25 Twenty-Five Years	5	12.2	2495	4.3
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	3	7.3	4876	8.5
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 10-07 Year of Service for Seven Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	25	61.0	13823	24.1
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	2.4	120	0.2
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	3	7.3	675	1.2
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	2	4.9	778	1.4
30 Thirty Years	10	24.4	42010	73.2
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	41	100.0	57406	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD	**10-08 Year of Service for Eight Weeks Paid Vacation**				
00	No provision	39	95.1	57008	99.3
01	One year of service	-	-	-	-
02	Two Years	-	-	-	-
03	Three Years	-	-	-	-
04	Four Years	-	-	-	-
05	Five Years	-	-	-	-
06	Six Years	-	-	-	-
07	Seven Years	-	-	-	-
08	Eight Years	-	-	-	-
09	Nine Years	-	-	-	-
10	Ten Years	-	-	-	-
11	Eleven Years	-	-	-	-
12	Twelve Years	-	-	-	-
13	Thirteen Years	-	-	-	-
14	Fourteen Years	-	-	-	-
15	Fifteen Years	-	-	-	-
16	Sixten Years	-	-	-	-
17	Seventeen Years	-	-	-	-
18	Eighteen Years	-	-	-	-
19	Nineteen Years	-	-	-	-
20	Twenty Years	-	-	-	-
21	twenty-One Years	-	-	-	-
22	Twenty-Two Years	-	-	-	-
23	Twenty-Three Years	-	-	-	-
24	Twenty-Four Years	-	-	-	-
25	Twenty-Five Years	-	-	-	-
26	Twenty-Six Years	-	-	-	-
27	Twenty-Seven Years	-	-	-	-
28	Twenty-Eight Years	-	-	-	-
29	Twenty-Nine Years	-	-	-	-
30	Thirty Years	1	2.4	170	0.3
31	Thirty-One Years	-	-	-	-
32	Thirty-Two Years	-	-	-	-
33	Thirty-Three Years	-	-	-	-
34	Thirty-Four Years	1	2.4	228	0.4
35	Thirty-Five Years	-	-	-	-
36	Thirty-Six Years	-	-	-	-
37	Thirty-Seven Years	-	-	-	-
38	Thirty-Eight Years	-	-	-	-
39	Thirty-Nine Years	-	-	-	-
40	Forty Years or More Years	-	-	-	-
	TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD	**10-09 Annual Vacation Pay**				
00	No provision	1	2.4	265	0.5
01	Regular pay	8	19.5	3874	6.7
02	Percentage of yearly gross earnings	13	31.7	8785	15.3
03	1 or 2, whichever is greatest	16	39.0	27132	47.3
04	Other	3	7.3	17350	30.2
	TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD	**10-10 Vacation Carry-Over**				
00	No provision	24	58.5	35616	62.0
01	With limitations	5	12.2	19015	33.1
02	Without limitations	1	2.4	200	0.3
03	Not allowed	11	26.8	2575	4.5
04	Other	-	-	-	-
	TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 10-11 Special Extended Vacations

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	35	85.4	36005	62.7
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	6	14.6	21401	37.3
03 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

SECTION 11- LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 Bereavement Leave (Immediate Family)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	4.9	1065	1.9
01 1 day	1	2.4	212	0.4
02 2 days	1	2.4	300	0.5
03 3 days	33	80.5	55026	95.9
04 4 days	-	-	-	-
05 5 days	2	4.9	295	0.5
06 Leave varies depending on circumstances	2	4.9	508	0.9
07 Leave mentioned, length not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 11-02 Leave for Court or Jury Duty

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	9.8	1577	2.7
01 Provision for employee to receive full regular pay	37	90.2	55829	97.3
02 Other (not specified or less than full regular pay)	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 11-03 Leave for Union Business Other than Handling of Grievances

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	19.5	5630	9.8
01 Paid leave	1	2.4	400	0.7
02 Unpaid leave	24	58.5	48025	83.7
03 Paid or unpaid leave - depends on circumstances	7	17.1	3111	5.4
04 Other	1	2.4	240	0.4
TOTAL	41	100.0	57406	100.0

FIELD 11-04 Paid Leave: Marriage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	41	100.0	57406	100.0
01 Provision exists, but is not specified	-	-	-	-
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 11-05 Eligibility for Maternity Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	39	95.1	56936	99.2
01 1 month's service	-	-	-	-
02 2 to 6 months' service	1	2.4	350	0.6
03 More than 6 months	-	-	-	-
04 Other	1	2.4	120	0.2
TOTAL	41	100.0	57406	100.0

FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	41.5	7412	12.9
01 17 weeks	-	-	-	-
02 18 weeks (or as per Employment Standards Act)	10	24.4	21295	37.1
03 19 - 25 weeks	2	4.9	2876	5.0
04 26 weeks	4	9.8	1628	2.8
05 27 - 52 weeks	3	7.3	830	1.4
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	5	12.2	23365	40.7
08 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 11-07 Maternity Leave with Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	41	100.0	57406	100.0
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	-	-	-	-
03 Leave of absence, no pay loss	-	-	-	-
04 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 11-08 Seniority During Maternity Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	27	65.9	45867	79.9
01 Seniority retained	-	-	-	-
02 Seniority accumulated	10	24.4	6151	10.7
03 Not mentioned if seniority retained or accumulated	4	9.8	5388	9.4
04 Seniority accumulated up to certain period, then retained	-	-	-	-
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 11-09 Paid Leave: Paternity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	40	97.6	57181	99.6
01 Not specific	-	-	-	-
02 1 day	1	2.4	225	0.4
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 11-10 Leave: Adoption

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	36	87.8	54843	95.5
01 Paid leave	1	2.4	225	0.4
02 Unpaid leave	4	9.8	2338	4.1
03 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 11-11 Leave: Parental

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	38	92.7	55296	96.3
01 With pay	-	-	-	-
02 Without pay	3	7.3	2110	3.7
03 Other/Combination	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-12 Leave: Education				
00 No provision	28	68.3	10775	18.8
01 Leave with full pay	3	7.3	17165	29.9
02 Leave with partial pay	1	2.4	220	0.4
03 Leave without pay	7	17.1	26370	45.9
04 Leave provided, but not specified with or without pay	2	4.9	2876	5.0
05 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 11-13 Sick Family Member Care Leave				
00 No provision	41	100.0	57406	100.0
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	-	-	-	-
04 4 days	-	-	-	-
05 5 days	-	-	-	-
06 Provided for, but deducted from sick leave	-	-	-	-
07 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence				
00 No provision	17	41.5	8022	14.0
01 Employee totally responsible for contributions	1	2.4	170	0.3
02 Employee partly responsible (make up share of contribution during or after absence)	11	26.8	20290	35.3
03 Employer totally responsible for contributions	4	9.8	18550	32.3
04 Mentioned but not specified	3	7.3	814	1.4
05 Other	5	12.2	9560	16.7
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 11-15 Personal Leave of Absence (unpaid)				
00 No provision	9	22.0	5647	9.8
01 Provision	32	78.0	51759	90.2
TOTAL	**41**	**100.0**	**57406**	**100.0**
SECTION 12- HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 Type of Health and Welfare Coverage				
00 No provision	1	2.4	115	0.2
01 Health and welfare fund	7	17.1	7515	13.1
02 Series of plans	33	80.5	49776	86.7
03 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 12-02 Service Requirement to Qualify for Health and Welfare				
00 No provision	11	26.8	3922	6.8
01 Immediately on being employed	3	7.3	1100	1.9
02 1 month	4	9.8	21940	38.2
03 3 months	4	9.8	1220	2.1
04 6 months	1	2.4	350	0.6
05 1 year	1	2.4	200	0.3
06 Varies according to particular benefit	11	26.8	25659	44.7
07 Other	6	14.6	3015	5.3
TOTAL	**41**	**100.0**	**57406**	**100.0**

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD	**12-03 Employer Contribution to Health and Welfare Fund**				
00	No health and welfare fund	33	80.5	47891	83.4
01	Under $0.40	1	2.4	2000	3.5
02	$0.40 - $0.49	-	-	-	-
03	$0.50 - $0.74	-	-	-	-
04	$0.75 - $0.99	-	-	-	-
05	$1.00 - $1.25	-	-	-	-
06	$1.26 and over	2	4.9	800	1.4
07	Fund mentioned but amount not specified	4	9.8	6555	11.4
08	Other	1	2.4	160	0.3
	TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD	**12-04 Employer Contribution to Basic Health Plan**				
00	Plan not mentioned in agreement	3	7.3	2750	4.8
01	100% of premium	29	70.7	43804	76.3
02	Less than 100% but more than 75% of premium	1	2.4	2000	3.5
03	75% of premium	1	2.4	1250	2.2
04	Less than 75% but more than 50% of premium	-	-	-	-
05	50% of premium	2	4.9	372	0.6
06	Less than 50% of premium	-	-	-	-
07	Flat amount	-	-	-	-
08	Plan mentioned but details not specified	-	-	-	-
09	Health and welfare fund mentioned but individual benefits not specified	5	12.2	7230	12.6
10	Other	-	-	-	-
	TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD	**12-05 Employer Contribution to Extended Health Plan**				
00	Plan not mentioned in agreement	5	12.2	2365	4.1
01	100% of premium	28	68.3	45451	79.2
02	Less than 100% but more than 75% of premium	1	2.4	2000	3.5
03	75% of premium	-	-	-	-
04	Less than 75% but more than 50% of premium	-	-	-	-
05	50% of premium	-	-	-	-
06	Less than 50% of premium	-	-	-	-
07	Flat amount	-	-	-	-
08	Plan mentioned but details not specified	1	2.4	200	0.3
09	Health and welfare fund mentioned but individual benefits not specified	6	14.6	7390	12.9
10	Other	-	-	-	-
	TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD	**12-06 Type of Paid Sick Leave**				
00	Plan not mentioned in agreement	9	22.0	7827	13.6
01	Flat allowance (in time per month, year, etc.)	3	7.3	1720	3.0
02	Graduated allowance according to service	1	2.4	1000	1.7
03	Short term illness or injury plan	1	2.4	1500	2.6
04	Weekly indemnity plan	17	41.5	14163	24.7
05	Both sick leave and weekly indemnity plan	10	24.4	31196	54.3
06	Other	-	-	-	-
	TOTAL	**41**	**100.0**	**57406**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-07 Number of Days Paid Sick Leave Per Year				
00 No provision	29	70.7	52940	92.2
01 1 to 6 days	7	17.1	2165	3.8
02 7 to 12 days	5	12.2	2301	4.0
03 13 to 15 days	-	-	-	-
04 16 to 18 days	-	-	-	-
05 19 or more days	-	-	-	-
06 Varies with length of service	-	-	-	-
07 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave				
00 No provision	30	73.2	53065	92.4
01 30 days or less	7	17.1	2315	4.0
02 31 days to 90 days	3	7.3	1660	2.9
03 91 days to 120 days	-	-	-	-
04 121 days to 150 days	-	-	-	-
05 151 days to 200 days	-	-	-	-
06 201 days to 250 days	-	-	-	-
07 More than 250 days	-	-	-	-
08 Unlimited accumulation	1	2.4	366	0.6
09 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 12-09 Conversion of Unused Sick Leave				
00 No provision	34	82.9	55081	95.9
01 Annual conversion to cash or days off	1	2.4	170	0.3
02 Full conversion to cash or days off on retirement or termination	2	4.9	1265	2.2
03 Partial conversion to cash or days off on retirement or terminatión	1	2.4	300	0.5
04 Combination	3	7.3	590	1.0
05 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity				
00 No provision	14	34.1	7083	12.3
01 100% of premium	20	48.8	30318	52.8
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	4.9	16900	29.4
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	1	2.4	350	0.6
08 Plan mentioned but details not specified	3	7.3	2475	4.3
09 Other	1	2.4	280	0.5
TOTAL	41	100.0	57406	100.0
FIELD 12-11 Maximum Period of Sickness Weekly Indemnity				
00 No provision	13	31.7	6943	12.1
01 Less than 12 weeks	-	-	-	-
02 13 weeks	-	-	-	-
03 26 weeks	11	26.8	5135	8.9
04 39 weeks	1	2.4	228	0.4
05 52 weeks	10	24.4	41850	72.9
06 Varies according to length of service	3	7.3	900	1.6
07 Plan mentioned but details not specified	3	7.3	2350	4.1
08 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-12 Maximum Amount of Sickness Weekly Benefits				
00 No provision	12	29.3	6577	11.5
01 $400 or less	10	24.4	25680	44.7
02 $401 to $500	-	-	-	-
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	11	26.8	5136	8.9
06 Equal to maximum unemployment insurance benefit	3	7.3	760	1.3
07 Varies according to earnings	2	4.9	16900	29.4
08 Plan mentioned, but amount not specified	3	7.3	2353	4.1
09 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 12-13 Long-Term Income Continuance Insurance Plan				
00 No provision	19	46.3	8635	15.0
01 Provision	22	53.7	48771	85.0
TOTAL	41	100.0	57406	100.0
FIELD 12-14 Employer Contribution to Life Insurance Plan				
00 No provision	4	9.8	3077	5.4
01 100% of premium	29	70.7	49914	86.9
02 Less than 100% but more than 75% of premium	1	2.4	200	0.3
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	6	14.6	2215	3.9
09 Other	1	2.4	2000	3.5
TOTAL	41	100.0	57406	100.0
FIELD 12-15 Amount of Life Insurance Benefits				
00 No provision	4	9.8	3077	5.4
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	13	31.7	3525	6.1
03 $40,000 to $59,999	10	24.4	42610	74.2
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	7	17.1	3979	6.9
07 Plan mentioned but amount not specified	1	2.4	2000	3.5
08 Health and Welfare fund mentioned but individual benefits not specified	6	14.6	2215	3.9
09 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance				
00 No provision	11	26.8	9113	15.9
01 100% of premium	22	53.7	40578	70.7
02 Less than 100% but more than 75% of premium	1	2.4	200	0.3
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	6	14.6	2215	3.9
09 Other	1	2.4	5300	9.2
TOTAL	41	100.0	57406	100.0

FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	26.8	9113	15.9
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	11	26.8	2895	5.0
03 $40,000 to $59,999	10	24.4	42610	74.2
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	3	7.3	573	1.0
07 Plan mentioned but amount not specified	-	-	-	-
08 Health and Welfare fund mentioned but individual benefits not specified	6	14.6	2215	3.9
09 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 12-18 Employer Contribution to Dental Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	7.3	1577	2.7
01 100% of premium	29	70.7	45789	79.8
02 Less than 100% but more than 75% of premium	3	7.3	2650	4.6
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	6	14.6	7390	12.9
09 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 12-19 Type of Dental Work Covered

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	7.3	1577	2.7
01 Basic A	-	-	-	-
02 Basic and extended; A and B	5	12.2	2015	3.5
03 Basic and orthodontics; A and C	1	2.4	550	1.0
04 Basic, extended and orthodontics; A, B and C	22	53.7	49964	87.0
05 Plan mentioned but details not specified	5	12.2	1210	2.1
06 Health and welfare fund mentioned but individual benefits not specified	5	12.2	2090	3.6
07 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 12-20 Availability of Pension Fund/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	24.4	4117	7.2
01 Provision	31	75.6	53289	92.8
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 12-21 Administration of Pension Funds/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	22	53.7	25808	45.0
01 Union	10	24.4	3433	6.0
02 Management	1	2.4	2000	3.5
03 Joint union/management administration	4	9.8	4215	7.3
04 Administered by separate trustees	3	7.3	18150	31.6
05 Municipal/Provincial Government	-	-	-	-
06 Other	1	2.4	3800	6.6
TOTAL	**41**	**100.0**	**57406**	**100.0**

FIELD 12-22 Retirement Age Practices

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	33	80.5	51840	90.3
01 Provision	8	19.5	5566	9.7
TOTAL	**41**	**100.0**	**57406**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-23 Employer Contribution to RRSP				
00 No provision	37	90.2	56120	97.8
01 Provision	4	9.8	1286	2.2
TOTAL	41	100.0	57406	100.0
SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 Initial Presentation of Grievance to Management				
00 No provision	-	-	-	-
01 By employee without union representative present	3	7.3	920	1.6
02 By employees with union representative	7	17.1	4850	8.4
03 By employees choice of with or without union representative	15	36.6	44669	77.8
04 By union representative	11	26.8	5112	8.9
05 By grievance committee	-	-	-	-
06 By written notice	4	9.8	1615	2.8
07 By one of several alternative procedures	1	2.4	240	0.4
08 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0
FIELD 13-02 Length of Time to Initiate Grievance				
00 No provision	10	24.4	5125	8.9
01 72 hours or less	4	9.8	1080	1.9
02 5 days	1	2.4	265	0.5
03 1 week	4	9.8	2070	3.6
04 10 days	4	9.8	2060	3.6
05 2 weeks	6	14.6	24890	43.4
06 3 weeks	2	4.9	1000	1.7
07 1 month	8	19.5	20571	35.8
08 2 months	-	-	-	-
09 Varies by type of grievance	-	-	-	-
10 Other	2	4.9	345	0.6
TOTAL	41	100.0	57406	100.0
FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases				
00 No provision	25	61.0	31983	55.7
01 Provision	16	39.0	25423	44.3
TOTAL	41	100.0	57406	100.0
FIELD 13-04 Status Quo Ante in Discipline Cases				
00 No provision	39	95.1	56826	99.0
01 Provision	2	4.9	580	1.0
TOTAL	41	100.0	57406	100.0
FIELD 13-05 Clearing an Employee Record in Disciplinary Cases				
00 No provision	31	75.6	53316	92.9
01 Provision	10	24.4	4090	7.1
TOTAL	41	100.0	57406	100.0
FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives				
00 No provision	21	51.2	47390	82.6
01 Provision	20	48.8	10016	17.4
TOTAL	41	100.0	57406	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%

FIELD 13-07 Arbitration

00 As required by legislation	-	-	-	-
01 Single arbitrator	12	29.3	25348	44.2
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	20	48.8	11900	20.7
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	8	19.5	19928	34.7
06 Other	1	2.4	230	0.4
TOTAL	41	100.0	57406	100.0

FIELD 13-08 Officer Appointment by Labour Relations

00 Not prohibited (or no mention)	29	70.7	50243	87.5
01 Specifically prohibited by the Agreement	12	29.3	7163	12.5
TOTAL	41	100.0	57406	100.0

FIELD 13-09 Reference to Section 112 Labour Code, Share

00 No provision	36	87.8	52705	91.8
01 Provision	5	12.2	4701	8.2
TOTAL	41	100.0	57406	100.0

SECTION 14- OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 Occupational Safety and Health

00 No provision	7	17.1	2940	5.1
01 Joint safety committee	34	82.9	54466	94.9
02 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 14-02 Safety Committee Functions

00 No safety committee provision	7	17.1	2940	5.1
01 Safety committee functions not specified	21	51.2	46980	81.8
02 Right to call special/emergency meetings	-	-	-	-
03 Right to initiate action on recommendations	1	2.4	280	0.5
04 Right to undertake inspections	7	17.1	2465	4.3
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	1	2.4	1500	2.6
07 Combination of 2, 3 and 4	4	9.8	3241	5.6
08 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

FIELD 14-03 Pay for Time Spent on Safety Committee

00 No safety committee provision	10	24.4	15202	26.5
01 No provision for pay of safety committee	18	43.9	12635	22.0
02 Provision for pay of safety committee	13	31.7	29569	51.5
TOTAL	41	100.0	57406	100.0

FIELD 14-04 Safety Equipment and Protective Clothing

00 No provision	10	24.4	19243	33.5
01 Equipment supplied at no cost to employee	13	31.7	13448	23.4
02 Equipment supplied at some cost to employee	3	7.3	18390	32.0
03 Monetary allowance provided for percentage of equipment, replacement at some cost	15	36.6	6325	11.0
04 Other	-	-	-	-
TOTAL	41	100.0	57406	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-05 Right to Refuse Dangerous Working Conditions				
00 No provision	31	75.6	34850	60.7
01 Provision	10	24.4	22556	39.3
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 14-06 Video Display Terminals				
00 No provision	39	95.1	57056	99.4
01 Pregnant employees right to be reassigned or take leave of absence	1	2.4	125	0.2
02 Restriction on hours/rest breaks	-	-	-	-
03 Combination of 1 and 2	1	2.4	225	0.4
04 Other	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 14-07 Employee Assistance Program				
00 No provision	31	75.6	31471	54.8
01 Provision	10	24.4	25935	45.2
TOTAL	**41**	**100.0**	**57406**	**100.0**
SECTION 15- MISCELLANEOUS PROVISIONS				
FIELD 15-01 Labour-Management Committee				
00 No provision	23	56.1	10901	19.0
01 Provision	18	43.9	46505	81.0
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 15-02 Sexual Harassment				
00 No provision	39	95.1	55706	97.0
01 Policy statement only	2	4.9	1700	3.0
02 Policy and/or complaint procedure	-	-	-	-
03 Mentioned but not specified	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 15-03 Day Care Facilities for Children of Employees				
00 No provision	41	100.0	57406	100.0
01 Provision	-	-	-	-
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 15-04 Job Evaluation Plan				
00 No provision	33	80.5	17940	31.3
01 Provision	8	19.5	39466	68.7
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 15-05 Moving Expenses or Allowance				
00 No provision	40	97.6	57236	99.7
01 Provision	1	2.4	170	0.3
TOTAL	**41**	**100.0**	**57406**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 Work Clothing and/or Uniform Allowance				
00 No provision	24	58.5	48408	84.3
01 Provision	17	41.5	8998	15.7
TOTAL	**41**	**100.0**	**57406**	**100.0**
FIELD 15-07 Tool Allowance				
00 No provision	20	48.8	25873	45.1
01 Provision	21	51.2	31533	54.9
TOTAL	**41**	**100.0**	**57406**	**100.0**

PART I: d
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

(18 agreements covering 34,879 employees)

SECTION 1- GENERAL INFORMATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 1-01 Parties to Agreement				
00 Single local - single employer	11	61.1	21723	62.3
01 Single local - multi-employer or employer's assoc.	3	16.7	3231	9.3
02 Multi-local (same union) and single employer	3	16.7	5450	15.6
03 Multi-local (same union) and multi-employer or employer's association	1	5.6	4475	12.8
04 Multi-union and single employer	-	-	-	-
05 Multi-union and multi-employer or employer's assoc.	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 1-02 Size of Bargaining Unit				
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	2	11.1	265	0.8
02 200 - 499 employees	4	22.2	1277	3.7
03 500 - 999 employees	4	22.2	4987	14.3
04 1000 - 4999 employees	7	38.9	18350	52.6
05 5000 - 9999 employees	-	-	-	-
06 10,000 or more employees	1	5.6	10000	28.7
TOTAL	18	100.0	34879	100.0
FIELD 1-03 Jurisdiction of Agreement				
00 Provincial	11	61.1	23367	67.0
01 Federal	7	38.9	11512	33.0
TOTAL	18	100.0	34879	100.0
FIELD 1-04 Sector				
00 Private	11	61.1	20217	58.0
01 Public	7	38.9	14662	42.0
TOTAL	18	100.0	34879	100.0
FIELD 1-05 Term of Agreement				
00 1 year	-	-	-	-
01 More than 1 year, less than 2 years	1	5.6	750	2.2
02 2 years	9	50.0	22755	65.2
03 More than 2 years, less than 3 years	3	16.7	3500	10.0
04 3 years	5	27.8	7874	22.6
05 More than 3 years	-	-	-	-
06 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 1-06 Expiry Date of Agreement				
00 1st half of 1990 or earlier	-	-	-	-
01 2nd half of 1990	1	5.6	10000	28.7
02 1st half of 1991	6	33.3	6283	18.0
03 2nd half of 1991	6	33.3	8340	23.9
04 1st half of 1992	2	11.1	3100	8.9
05 2nd half of 1992	2	11.1	5119	14.7
06 later than 1992	1	5.6	2037	5.8
TOTAL	18	100.0	34879	100.0

FIELD 1-07 Geographical Breakdown

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 East & West Kootenays	-	-	-	-
01 Okanagan	-	-	-	-
02 Southern Interior	-	-	-	-
03 Lower Coast & Lower Mainland	3	16.7	505	1.4
04 Vancouver Island	-	-	-	-
05 Central Interior	-	-	-	-
06 Peace River	-	-	-	-
07 North West	-	-	-	-
08 Two or more Regions	11	61.1	28587	82.0
09 Inter-provincial	4	22.2	5787	16.6
TOTAL	**18**	**100.0**	**34879**	**100.0**

FIELD 1-08 Existence of Continuation Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	-	-	-	-
01 Agreement continues from year to year unless notice to terminate is provided	9	50.0	23443	67.2
02 Collective agreement continues during bargaining	1	5.6	3419	9.8
03 Collective agreement continues until strike or lockout	1	5.6	165	0.5
04 1 and 2	2	11.1	3337	9.6
05 1 and 3	3	16.7	2140	6.1
06 Other	2	11.1	2375	6.8
TOTAL	**18**	**100.0**	**34879**	**100.0**

SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 Management Rights Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	66.7	24408	70.0
01 General statement of management rights	5	27.8	8434	24.2
02 Enumerated list of management rights - residual rights with management	1	5.6	2037	5.8
03 Enumerated list of management rights - residual rights not specified	-	-	-	-
04 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**

FIELD 2-02 Contracting Out

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	11.1	2081	6.0
01 Contracting out restricted to other union employees	3	16.7	1415	4.1
02 Contracting out restricted - no displacement of present employees	5	27.8	14174	40.6
03 Contracting out restricted - payment of union wage rate required	1	5.6	3000	8.6
04 Contracting out restricted (combination of 1, 2 and/or 3)	3	16.7	5544	15.9
05 Contracting out prohibited entirely	2	11.1	4715	13.5
06 Other	2	11.1	3950	11.3
TOTAL	**18**	**100.0**	**34879**	**100.0**

FIELD 2-03 Union Security Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	11.1	3950	11.3
01 Closed shop	3	16.7	5725	16.4
02 Union shop	10	55.6	13067	37.5
03 Modified union shop (compulsory membership for new employees)	-	-	-	-
04 Maintenance of membership	2	11.1	10100	29.0
05 Rand formula	1	5.6	2037	5.8
06 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 2-04 Authorization of Dues Check-off				
00 No provision	1	5.6	4475	12.8
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	13	72.2	16567	47.5
03 Compulsory for all employees (not all employees must be union members)	4	22.2	13837	39.7
05 Compulsory for union members only	-	-	-	-
06 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.				
00 No provision	8	44.4	11393	32.7
01 Cross picket lines	7	38.9	22581	64.7
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	3	16.7	905	2.6
05 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
SECTION 3- SENIORITY				
FIELD 3-01 Seniority Unit				
00 No provision	-	-	-	-
01 Union hiring hall	1	5.6	4475	12.8
02 Employer (plant, bargaining unit)	6	33.3	8037	23.0
03 Department (branch, division)	1	5.6	165	0.5
04 Craft (occupation)	-	-	-	-
05 Employer & department	2	11.1	13000	37.3
06 Employer and craft	5	27.8	4827	13.8
07 Combination of the above	3	16.7	4375	12.5
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 3-02 Length of Probationary Period				
00 No provision	5	27.8	19400	55.6
01 1 calendar month	1	5.6	200	0.6
02 2 calendar months	1	5.6	165	0.5
03 3 calendar months	2	11.1	2431	7.0
04 6 calendar months	2	11.1	3337	9.6
05 30 working days	1	5.6	240	0.7
06 45 working days	1	5.6	1700	4.9
07 60 working days	1	5.6	500	1.4
08 240 working days	-	-	-	-
09 Other	4	22.2	6906	19.8
TOTAL	18	100.0	34879	100.0
FIELD 3-03 Seniority Determining Promotion				
00 No provision	2	11.1	4640	13.3
01 Straight seniority	1	5.6	1300	3.7
02 Governs where qualifications are sufficient	5	27.8	6977	20.0
03 Governs where qualifications are equal	5	27.8	4250	12.2
04 Taken into account with other factors	4	22.2	15731	45.1
05 Other	1	5.6	1981	5.7
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-04 Seniority Determining Layoff				
00 No provision	1	5.6	4475	12.8
01 Straight seniority	6	33.3	12362	35.4
02 Governs where qualifications of the retained are sufficient	10	55.6	17542	50.3
03 Governs where qualifications are equal	1	5.6	500	1.4
04 Taken into account with other factors	-	-	-	-
05 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd				
00 No provision	5	27.8	5180	14.9
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	2	11.1	1250	3.6
03 72 hours	2	11.1	3950	11.3
04 1 week	-	-	-	-
05 2 weeks	4	22.2	15318	43.9
06 1 month	1	5.6	450	1.3
07 Graduated according to length of service	2	11.1	5344	15.3
08 Notice mentioned, length not specified	-	-	-	-
09 Other	2	11.1	3387	9.7
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 3-06 Recall Procedure				
00 No provision	2	11.1	4640	13.3
01 Straight seniority	5	27.8	5952	17.1
02 Seniority governs where qualifications are sufficient	9	50.0	13787	39.5
03 Seniority governs where qualifications are equal	1	5.6	500	1.4
04 Seniority considered with other factors	1	5.6	10000	28.7
05 Union hiring hall referral	-	-	-	-
06 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 3-07 Loss of Seniority Recall Rights				
00 No provision	3	16.7	7475	21.4
01 Failure to report when notified	2	11.1	2137	6.1
02 After specified period off work	4	22.2	16644	47.7
03 Either failure to report or after a specified period off work	9	50.0	8623	24.7
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 3-08 Retention of Seniority during Layoff				
00 No provision	4	22.2	7575	21.7
01 Less than 6 months	-	-	-	-
02 6 months	2	11.1	1540	4.4
03 7 to 12 months	-	-	-	-
04 12 months	4	22.2	14181	40.7
05 More than 12 months up to and including 24 months	4	22.2	8731	25.0
06 More than 24 months	-	-	-	-
07 Graduated according to length of service	3	16.7	815	2.3
08 Not specified or indefinite	1	5.6	2037	5.8
09 Seniority lost on layoff	-	-	-	-
10 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-09 Retention of Seniority During Illness or Injury				
00 No provision	15	83.3	32952	94.5
01 Up to 12 months	-	-	-	-
02 12 - 24 months	-	-	-	-
04 Varies by type of incapacitation	-	-	-	-
05 Other	1	5.6	387	1.1
TOTAL	18	100.0	34879	100.0
FIELD 3-10 Seniority on Transfer from Bargaining Unit				
00 No provision	4	22.2	16850	48.3
01 Seniority lost on transfer	-	-	-	-
02 Seniority retained for a specific period onl	12	66.7	15298	43.9
03 Seniority retained indefinitely	-	-	-	-
04 Varies depending on circumstances of transfe	2	11.1	2731	7.8
05 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.				
00 No provision	18	100.0	34879	100.0
01 For union officials	-	-	-	-
02 Special skills, apprentices	-	-	-	-
03 Combination of alternatives	-	-	-	-
04 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
SECTION 4- JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 Job Posting				
00 No provision	4	22.2	5825	16.7
01 Provision	14	77.8	29054	83.3
TOTAL	18	100.0	34879	100.0
FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)				
00 No provision	15	83.3	27867	79.9
01 Older workers	-	-	-	-
02 Disabled workers	3	16.7	7012	20.1
03 Combination of older and disabled workers	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 4-03 Limitation of Part-Time Workers, Trainees				
00 No provision	15	83.3	31342	89.9
01 Provision	3	16.7	3537	10.1
TOTAL	18	100.0	34879	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD	**4-04 Training or Retraining (Other than Technological Change)**				
00	No provision	3	16.7	715	2.0
01	Apprenticeship	1	5.6	3000	8.6
02	Company provides on-the-job training experiences	4	22.2	6215	17.8
03	Company sponsors off-premises training programs	1	5.6	1981	5.7
04	1 and 2	-	-	-	-
05	1 and 3	1	5.6	1925	5.5
06	2 and 3	1	5.6	387	1.1
07	1, 2 and 3	5	27.8	19406	55.6
08	Training at employee initiative - company may or may not reimburse	-	-	-	-
09	Labour and management training program	2	11.1	1250	3.6
10	Other	-	-	-	-
	TOTAL	18	100.0	34879	100.0
FIELD	**4-05 Journeyman-Apprentice Ratio**				
00	No provision	15	83.3	19954	57.2
01	Maximum 1 apprentice for each journeyman	-	-	-	-
02	Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03	Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04	Maximum 1 apprentice for each 4 journeymen	1	5.6	10000	28.7
05	Maximum 1 apprentice for each 5 journeymen	-	-	-	-
06	Maximum 1 apprentice for each 6 or more journeymen	-	-	-	-
07	Not specified	2	11.1	4925	14.1
	TOTAL	18	100.0	34879	100.0
FIELD	**4-06 Distribution of Work During Slack Periods/Work Sharing**				
00	No provision	18	100.0	34879	100.0
01	Reduction in normal hours of work	-	-	-	-
02	Change in type of work	-	-	-	-
03	Combination of 1 and 2	-	-	-	-
04	Other	-	-	-	-
	TOTAL	18	100.0	34879	100.0
FIELD	**4-07 Rate on Temporary Reassignment**				
00	No provision	5	27.8	2815	8.1
01	Regular rate of employee	2	11.1	7475	21.4
02	Rate of temporary job or regular job whichever is greater	10	55.6	24139	69.2
03	Rate of temporary job	-	-	-	-
04	Other	1	5.6	450	1.3
	TOTAL	18	100.0	34879	100.0
FIELD	**4-08 Guaranteed Employment or Earnings**				
00	No provision	11	61.1	25687	73.6
01	Daily guarantee for some or all employees	3	16.7	5415	15.5
02	Weekly guarantee for some or all employees	2	11.1	440	1.3
03	Monthly guarantee for some or all employees	2	11.1	3337	9.6
04	Annual guarantee for some or all employees	-	-	-	-
05	Other	-	-	-	-
	TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-09 Moonlighting				
00 No Provision	14	77.8	29264	83.9
01 Prohibited	3	16.7	5450	15.6
02 Permitted - with restrictions	1	5.6	165	0.5
03 Permitted - without restrictions	-	-	-	-
04 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 4-10 Classification of Newly-Created Jobs				
00 No provision	9	50.0	22575	64.7
01 Union-management consultation only	2	11.1	3681	10.6
02 Arbitration if consultation fails	7	38.9	8623	24.7
03 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**
SECTION 5- TECHNOLOGICAL CHANGE				
FIELD 5-01 Technological Change, Advance Notice				
00 No Provision	5	27.8	6090	17.5
01 Less than 3 months	2	11.1	1540	4.4
02 3 months	3	16.7	7100	20.4
03 6 months	1	5.6	450	1.3
04 More than 6 months	1	5.6	10000	28.7
05 Notice mentioned - time not specified	4	22.2	4662	13.4
06 Other	2	11.1	5037	14.4
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 5-02 Consultation in Relation to Technological Change				
00 No provision	7	38.9	9896	28.4
01 Consultation via special labour-management committee	3	16.7	11400	32.7
02 Consultation - details unspecified	8	44.4	13583	38.9
03 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 5-03 Arbitration of Technological Change Disputes				
00 No provision	14	77.8	28377	81.4
01 Provision	4	22.2	6502	18.6
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 5-04 Technological Change: Employment Security				
00 No provision	7	38.9	4205	12.1
01 Straight layoff	1	5.6	3419	9.8
02 Layoff with severance pay or S.U.B.	2	11.1	3737	10.7
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	1	5.6	10000	28.7
05 Combination	7	38.9	13518	38.8
06 No reduction in total number of employees	-	-	-	-
07 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	9	50.0	22984	65.9
01 Less than 1 year	4	22.2	7405	21.2
02 1 year	3	16.7	1490	4.3
03 2 years	1	5.6	1700	4.9
04 3 years	-	-	-	-
05 4 years	-	-	-	-
06 5 years	-	-	-	-
07 10 years	-	-	-	-
08 Other	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0
FIELD 5-06 Accumulation of Severance Pay				
00 No provision	8	44.4	19565	56.1
01 One week's pay per year of service	6	33.3	6858	19.7
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	-	-	-	-
03 Varies according to length of service	2	11.1	3000	8.6
04 Flat amount (ie. $50/year, or $500 on termination etc.)	-	-	-	-
05 Other	2	11.1	5456	15.6
TOTAL	18	100.0	34879	100.0
FIELD 5-07 Maximum Amount of Severance Pay				
00 No provision	8	44.4	19565	56.1
01 Less than 20 weeks' pay	1	5.6	240	0.7
02 20 - 25 weeks' pay	1	5.6	2037	5.8
03 26 - 29 weeks' pay	-	-	-	-
04 30 - 51 weeks' pay	1	5.6	3419	9.8
05 52 weeks' pay or more	1	5.6	1700	4.9
06 No maximum	5	27.8	6618	19.0
07 Other	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0
FIELD 5-08 Technological Change: Notice of Permanent Layoff				
00 No provision	9	50.0	9980	28.6
01 Less than 3 months	1	5.6	3419	9.8
02 3 months or mores, less than 6 months	5	27.8	9168	26.3
03 6 months or more, less than 1 year	1	5.6	1925	5.5
04 Mentioned, not specified	1	5.6	387	1.1
05 By length of service	-	-	-	-
06 Other	1	5.6	10000	28.7
TOTAL	18	100.0	34879	100.0
FIELD 5-09 Options for Employees Retained				
00 No provision	6	33.3	3965	11.4
01 Opportunity to be trained or retrained	2	11.1	3659	10.5
02 Maintenance of current wage rate if required to move to lower graded job	-	-	-	-
03 Guarantee of only slightly lower pay if moved to lower graded job	-	-	-	-
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	10	55.6	27255	78.1
06 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 5-10 Training in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	33.3	3965	11.4
01 Company program	7	38.9	12918	37.0
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	1	5.6	240	0.7
04 Training or retraining mentioned but not specified	4	22.2	17756	50.9
05 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 5-11 Technological Change: Reopener

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	100.0	34879	100.0
01 Provision	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 5-12 Technological Change: Relocation Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	77.8	24798	71.1
01 Employer pays full cost	2	11.1	3625	10.4
02 Employer pays percentage of cost	-	-	-	-
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	1	5.6	1981	5.7
05 Other	1	5.6	4475	12.8
TOTAL	18	100.0	34879	100.0

FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	100.0	34879	100.0
01 Provision	-	-	-	-
TOTAL	18	100.0	34879	100.0

SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 Frequency of Deferred Wage Increases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No wage adjustment deferred during life of agreement	-	-	-	-
01 Wage adjustment every six months	1	5.6	387	1.1
02 Wage adjustment yearly	11	61.1	18921	54.2
03 Irregularly scheduled wage increases	6	33.3	15571	44.6
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 6-02 Other Wage Adjustments

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	94.4	32842	94.2
01 Date specified, amount determined later	1	5.6	2037	5.8
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 6-03 Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	38.9	17640	50.6
01 Severance pay plan	10	55.6	15539	44.6
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	1	5.6	1700	4.9
04 Plan exists: no details	-	-	-	-
05 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 6-04 Supplementary Unemployment Benefits				
00 No provision	15	83.3	28254	81.0
01 Provision	3	16.7	6625	19.0
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	7	38.9	17640	50.6
01 Less than one year	5	27.8	10712	30.7
02 1 year	4	22.2	3527	10.1
03 2 years	1	5.6	1700	4.9
04 3 years	-	-	-	-
05 5 years	-	-	-	-
06 10 years	-	-	-	-
07 Other	1	5.6	1300	3.7
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 6-06 Accumulation of Severance Pay				
00 No provision	7	38.9	17640	50.6
01 1 day's pay per year of service	1	5.6	240	0.7
02 1 week's pay per year of service	6	33.3	7580	21.7
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	-	-	-	-
04 Varies according to length of service	4	22.2	9419	27.0
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 6-07 Maximum Accumulation of Severance Pay				
00 No provision	8	44.4	19565	56.1
01 Less than 20 weeks' pay	2	11.1	3240	9.3
02 20 weeks' pay	1	5.6	2037	5.8
03 21 - 25 weeks' pay	-	-	-	-
04 26 - 29 weeks' pay	-	-	-	-
05 30 - 52 weeks' pay	1	5.6	3419	9.8
06 No maximum	4	22.2	3618	10.4
07 Other	2	11.1	3000	8.6
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 6-08 COLA				
00 No provision	16	88.9	34474	98.8
01 Provision exists and is effective during agreement	2	11.1	405	1.2
02 Provision exists and is to be implemented at a later date	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 6-09 COLA: Frequency				
00 No provision	16	88.9	34474	98.8
01 Automatic monthly adjustment	1	5.6	240	0.7
02 Automatic quarterly adjustment	-	-	-	-
03 Automatic semi-annually adjustment	-	-	-	-
04 Automatic annual adjustment	-	-	-	-
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	1	5.6	165	0.5
07 Review at irregular intervals	-	-	-	-
08 Cannot determine	-	-	-	-
09 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**

SECTION 7- REGULAR HOURS AND DAYS OF WORK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-01 Normal Daily Work Hours - Non-Office Employees				
00 No provision			-	-
01 Office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			1781	6.0
04 7 1/4 hours			-	-
05 7 1/2 hours			13993	46.9
06 7 3/4 hours			-	-
07 8 hours			9130	30.6
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			4935	16.5
TOTAL			**29839**	**100.0**
FIELD 7-02 Normal Daily Work Hours - Office Employees				
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			650	15.3
04 7 1/4 hours			-	-
05 7 1/2 hours			3387	79.7
06 7 3/4 hours			-	-
07 8 hours			-	-
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			215	5.1
TOTAL			**4252**	**100.0**
FIELD 7-03 Normal Weekly Work Days - Non-Office Employees				
00 No provision			6860	23.0
01 Office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			20429	68.5
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			2550	8.5
TOTAL			**29839**	**100.0**
FIELD 7-04 Normal Weekly Work Days - Office Employees				
00 No provision			215	5.1
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			4037	94.9
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			**4252**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-05 Normal Weekly Work Hours - Non-office Employees				
00 No provision			2385	8.0
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			1781	6.0
04 37.5 hours			13993	46.9
05 40 hours			9130	30.6
06 More than 40 hours			-	-
07 Other			2550	8.5
TOTAL			**29839**	**100.0**
FIELD 7-06 Normal Weekly Work Hours - Office Employees				
00 No provision			215	5.1
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			650	15.3
04 37.5 hours			3387	79.7
05 40 hours			-	-
06 More than 40 hours			-	-
07 Other			-	-
TOTAL			**4252**	**100.0**
FIELD 7-07 Days Off Per Week				
00 No provision	3	16.7	8644	24.8
01 2 Days (consecutive)	12	66.7	24048	68.9
02 2 days (not consecutive)	-	-	-	-
03 3 days (consecutive)	-	-	-	-
04 3 days (not consecutive)	-	-	-	-
05 4 days	-	-	-	-
06 Varied for continuous or non-continuous operations	-	-	-	-
07 Other	3	16.7	2187	6.3
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 7-08 Reporting Pay - Work Not Commenced				
00 No provision	12	66.7	19049	54.6
01 2 hours' pay (or Employment Standards Act)	1	5.6	240	0.7
02 3 hours' pay	1	5.6	10000	28.7
03 4 hours' pay	2	11.1	915	2.6
04 Full shift's pay	1	5.6	4475	12.8
05 Other (includes no provision)	1	5.6	200	0.6
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 7-09 Reporting Pay - Work Has Commenced				
00 No provision	12	66.7	28549	81.9
01 4 hours' pay (or Employment Standards Act)	2	11.1	665	1.9
02 More than 4 hours' pay but less than full shift's pay	-	-	-	-
03 Full shift's pay	4	22.2	5665	16.2
04 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**
FIELD 7-10 Paid Rest Periods				
00 No provision	4	22.2	6000	17.2
01 2 for a total of 20 minutes	2	11.1	5037	14.4
02 2 for a total of 30 minutes	8	44.4	14961	42.9
03 2 for a total of 40 minutes	1	5.6	500	1.4
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	3	16.7	8381	24.0
06 Other	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**

FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	27.8	9859	28.3
01 Less than one day (24 hours)	1	5.6	240	0.7
02 One day (24 hours)	1	5.6	100	0.3
03 More than one day, less than 3	4	22.2	6318	18.1
04 3 days to less than 7	3	16.7	13962	40.0
05 7 to 14 days	-	-	-	-
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	1	5.6	450	1.3
08 Other	3	16.7	3950	11.3
TOTAL	18	100.0	34879	100.0

FIELD 7-12 Portal-to-Portal

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	16	88.9	30929	88.7
01 Provision	2	11.1	3950	11.3
TOTAL	18	100.0	34879	100.0

FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	94.4	34714	99.5
01 Provision	1	5.6	165	0.5
TOTAL	18	100.0	34879	100.0

FIELD 7-14 Flexible Starting/Quitting Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	83.3	29029	83.2
01 Provision	3	16.7	5850	16.8
TOTAL	18	100.0	34879	100.0

FIELD 7-15 Compressed Work Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	66.7	28811	82.6
01 3 day week in progress	-	-	-	-
02 4 day week in progress	2	11.1	2450	7.0
03 Alternating 4, 5, in progress	-	-	-	-
04 To commence during term of agreement	-	-	-	-
05 Under study	-	-	-	-
06 Other	4	22.2	3618	10.4
TOTAL	18	100.0	34879	100.0

SECTION 8- OVERTIME AND PREMIUM PAY

FIELD 8-01 Overtime Rate after Normal Daily Work Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1.5 x	4	22.2	9725	27.9
01 1.5 x for 1 hour, then 2 x	2	11.1	552	1.6
02 1.5 x for 2 hours, then 2 x	4	22.2	15237	43.7
03 1.5 x for 3 hours, then 2 x	1	5.6	100	0.3
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	7	38.9	9265	26.6
07 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-02 Overtime Rate after Normal Weekly Work Hours				
00 1.5 x	4	22.2	9725	27.9
01 1.5 x for 1 hour, then 2 x	2	11.1	552	1.6
02 1.5 x for 2 hours, then 2 x	3	16.7	13200	37.8
03 1.5 x for 3 hours, then 2 x	1	5.6	100	0.3
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	7	38.9	9265	26.6
07 Other	1	5.6	2037	5.8
TOTAL	18	100.0	34879	100.0
FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)				
00 No provision	4	22.2	15050	43.1
01 1.5 x	3	16.7	8425	24.2
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 3 hours, then 2 x	-	-	-	-
05 1.5 x for 4 hours, then 2 x	-	-	-	-
06 2 x	9	50.0	9267	26.6
07 Other	2	11.1	2137	6.1
TOTAL	18	100.0	34879	100.0
FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)				
00 No provision	4	22.2	15050	43.1
01 1.5 x	3	16.7	8425	24.2
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	10	55.6	9367	26.9
06 3 x	-	-	-	-
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	1	5.6	2037	5.8
TOTAL	18	100.0	34879	100.0
FIELD 8-05 Overtime Compensation				
00 No provision	2	11.1	2450	7.0
01 Pay only	2	11.1	7475	21.4
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	13	72.2	23029	66.0
04 Other	1	5.6	1925	5.5
TOTAL	18	100.0	34879	100.0
FIELD 8-06 Right to Refuse Overtime				
00 No provision	12	66.7	25818	74.0
01 Right to refuse	3	16.7	2477	7.1
02 No right to refuse	-	-	-	-
03 Overtime compulsory in cases of emergency	1	5.6	3419	9.8
04 Other	2	11.1	3165	9.1
TOTAL	18	100.0	34879	100.0
FIELD 8-07 Distribution of Overtime				
00 No provision	9	50.0	11421	32.7
01 Based on seniority	2	11.1	440	1.3
02 Shared among all employees	7	38.9	23018	66.0
03 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday				
00 No provision	15	83.3	17404	49.9
01 No premium rate for regular Saturday work (ie. straight time)	2	11.1	13000	37.3
02 1.5 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	-	-	-	-
06 Flat amount per hour or day	1	5.6	4475	12.8
07 Percentage of regular rate	-	-	-	-
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday				
00 No provision	12	66.7	14871	42.6
01 No premium rate for regular Sunday work (ie. straight time)	1	5.6	3000	8.6
02 1.5 x	2	11.1	10387	29.8
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	1	5.6	1981	5.7
06 Flat amount per hour or day	2	11.1	4640	13.3
07 Percentage of regular rate	-	-	-	-
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 8-10 Call-in (Call-Back) Pay Guarantee				
00 No provision	2	11.1	3337	9.6
01 Minimum of 2 hours a straight time	-	-	-	-
02 Minimum of 3 hours at straight time	2	11.1	1250	3.6
03 Minimum of 4 hours at straight time	-	-	-	-
04 More than 4 hours pay at straight time	-	-	-	-
05 Minimum of 2 hours at overtime rate	4	22.2	10937	31.4
06 Minimum of 3 hours at overtime rate	4	22.2	11844	34.0
07 Minimum of 4 hours at overtime rate	3	16.7	605	1.7
08 More than 4 hours' pay at overtime rate	-	-	-	-
09 Overtime rate, no minimum guarantee	2	11.1	3906	11.2
10 1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11 2 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
12 Other	1	5.6	3000	8.6
TOTAL	18	100.0	34879	100.0
FIELD 8-11 Paid Meal Period				
00 No provision	3	16.7	6890	19.8
01 On overtime, call-in, holiday work, etc.	11	61.1	24139	69.2
02 On designated shifts	1	5.6	1300	3.7
03 1 and 2	2	11.1	850	2.4
04 Other	1	5.6	1700	4.9
TOTAL	18	100.0	34879	100.0
FIELD 8-12 Meal Allowance on Overtime or Call-in				
00 No provision	7	38.9	14962	42.9
01 Less than $5.00	-	-	-	-
02 $5.00 - $5.99	2	11.1	405	1.2
03 $6.00 - $6.99	-	-	-	-
04 $7.00 - $7.99	-	-	-	-
05 $8.00 and more	2	11.1	4169	12.0
06 Meal provided	5	27.8	4956	14.2
07 Other	2	11.1	10387	29.8
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.				
00 No provision	13	72.2	18698	53.6
01 1.5 x	1	5.6	10000	28.7
02 1.5 x followed by a higher rate	-	-	-	-
03 2 x	3	16.7	5794	16.6
04 Flat amount	-	-	-	-
05 Other	1	5.6	387	1.1
TOTAL	18	100.0	34879	100.0
FIELD 8-14 Stand-by Pay				
00 No provision	12	66.7	25967	74.4
01 Provision	6	33.3	8912	25.6
TOTAL	18	100.0	34879	100.0
FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work				
00 No provision	12	66.7	14454	41.4
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	-	-	-	-
02 Flat amount per hour in addition or regular wages	4	22.2	17994	51.6
03 Percentage of regular rate	2	11.1	2431	7.0
04 Reduced shift	-	-	-	-
05 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 8-16 Second Shift Premium				
00 No provision	4	22.2	3000	8.6
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	3	16.7	4387	12.6
03 $0.50 - $0.69	2	11.1	5119	14.7
04 $0.70 - $0.89	1	5.6	3000	8.6
05 $0.90 and over	3	16.7	752	2.2
06 1/2 hour's pay per shift	-	-	-	-
07 1 hour's pay per shift	1	5.6	240	0.7
08 Percentage of hourly wage rate	1	5.6	1981	5.7
09 Flat amount per shift	2	11.1	11925	34.2
10 Flat amount per shift plus hourly differential	-	-	-	-
11 Other	1	5.6	4475	12.8
TOTAL	18	100.0	34879	100.0
FIELD 8-17 Third Shift Premium				
00 No provision	4	22.2	1940	5.6
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	1	5.6	2250	6.5
03 $0.50 - $0.69	2	11.1	3000	8.6
04 $0.70 - $0.89	-	-	-	-
05 $0.90 - $1.24	1	5.6	3000	8.6
06 $1.25 and over	4	22.2	4171	12.0
07 1/2 hour's pay per shift	-	-	-	-
08 1 hour's pay per shift	1	5.6	100	0.3
09 2 hour's pay per shift	-	-	-	-
10 Percentage of hourly wage rate	1	5.6	1981	5.7
11 Flat amount per shift	2	11.1	11925	34.2
12 Flat amount per shift plus hourly differential	1	5.6	2037	5.8
13 Other	1	5.6	4475	12.8
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-18 Split Shift Premium				
00 No provision	12	66.7	27533	78.9
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	-	-	-	-
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	-	-	-	-
07 Flat amount per shift	-	-	-	-
08 Percentage of hourly wage rate	1	5.6	3000	8.6
09 Split shift prohibited	4	22.2	3959	11.4
10 Other	1	5.6	387	1.1
TOTAL	18	100.0	34879	100.0
FIELD 8-19 Mileage Allowance for Use of Private Car				
00 No Provision	11	61.1	14692	42.1
01 Provision	7	38.9	20187	57.9
TOTAL	18	100.0	34879	100.0
FIELD 8-20 Isolation/Northern Allowance				
00 No provision	13	72.2	23817	68.3
01 Provision	5	27.8	11062	31.7
TOTAL	18	100.0	34879	100.0
SECTION 9- PAID HOLIDAYS				
FIELD 9-01 Number of Paid (Statutory and Floating per Year)				
00 No provision	-	-	-	-
01 8 days or less	-	-	-	-
02 9 days	1	5.6	1300	3.7
03 10 days	1	5.6	200	0.6
04 11 days	14	77.8	32974	94.5
05 12 days	-	-	-	-
06 13 days	1	5.6	240	0.7
07 14 days	1	5.6	165	0.5
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 9-02 Requirements to Qualify for Paid Holiday				
00 No provision	6	33.3	11519	33.0
01 Minimum length of service	6	33.3	16427	47.1
02 Work on scheduled day before holiday	-	-	-	-
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	3	16.7	2533	7.3
05 Work scheduled either day before or day after holiday	1	5.6	3000	8.6
06 Minimum length of service plus 2, 3, 4 or 5	1	5.6	100	0.3
07 Other	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD	**9-03 Minimum Length of Service to Qualify for Paid Holiday**				
00	No provision	11	61.1	18352	52.6
01	Less than 1 month	1	5.6	240	0.7
02	1 month	5	27.8	16187	46.4
03	2 months	-	-	-	-
04	More than 2 months	-	-	-	-
05	Designated number of shifts or hours	1	5.6	100	0.3
06	Other	-	-	-	-
	TOTAL	18	100.0	34879	100.0
FIELD	**9-04 Premium Rate on a Scheduled Holiday**				
00	No provision	2	11.1	1750	5.0
01	Another day off	1	5.6	1981	5.7
02	1.5 x for hours worked plus holiday pay or another day off	8	44.4	20624	59.1
03	2x for hours worked plus holiday pay or another day off	5	27.8	5849	16.8
04	2.5 x for hours worked plus holiday pay or another day off	-	-	-	-
05	Other	2	11.1	4675	13.4
	TOTAL	18	100.0	34879	100.0
FIELD	**9-05 Paid Holiday Falling on Scheduled Day Off**				
00	No provision	1	5.6	500	1.4
01	Another paid day off such as preceding Friday, or following Monday	10	55.6	21024	60.3
02	An extra day's pay	4	22.2	11650	33.4
03	1 or 2	2	11.1	405	1.2
04	Other	1	5.6	1300	3.7
	TOTAL	18	100.0	34879	100.0
FIELD	**9-06 Paid Holiday Falling Within Vacation**				
00	No provision	4	22.2	6440	18.5
01	Another paid Day off	13	72.2	18439	52.9
02	Another day's pay	-	-	-	-
03	1 or 2	1	5.6	10000	28.7
04	Not granted	-	-	-	-
	TOTAL	18	100.0	34879	100.0
SECTION 10-	**PAID ANNUAL VACATION**				
FIELD	**10-01 Vacation Entitlement During First Year of Employment**				
00	No provision	4	22.2	10505	30.1
01	Takes all of vacation earned for full year's service	4	22.2	6287	18.0
02	One week after six months	2	11.1	837	2.4
03	Graduated according to length of service	6	33.3	11906	34.1
04	Other	2	11.1	5344	15.3
	TOTAL	18	100.0	34879	100.0

FIELD 10-02 Maximum Annual Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 2 weeks	-	-	-	-
02 3 weeks	1	5.6	3000	8.6
03 4 weeks	-	-	-	-
04 5 weeks	2	11.1	2137	6.1
05 6 weeks	11	61.1	23158	66.4
06 7 weeks	4	22.2	6584	18.9
07 8 weeks and over	-	-	-	-
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 10-03 Years of Service for Three Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Minimum greater than three weeks	-	-	-	-
02 1 year	7	38.9	12862	36.9
03 2 years	3	16.7	11250	32.3
04 3 years	4	22.2	2855	8.2
05 4 years	-	-	-	-
06 5 years	2	11.1	4575	13.1
07 6 years	1	5.6	2037	5.8
08 Not specified, cannot determine	-	-	-	-
09 Other	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0

FIELD 10-04 Years of Service for Four Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	5.6	1300	3.7
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	5	27.8	5074	14.5
08 Eight Years	3	16.7	3781	10.8
09 Nine Years	3	16.7	1037	3.0
10 Ten Years	5	27.8	21650	62.1
11 Eleven Years	1	5.6	2037	5.8
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	11.1	5775	16.6
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	1	5.6	240	0.7
11 Eleven Years	1	5.6	3419	9.8
12 Twelve Years	-	-	-	-
13 Thirteen Years	2	11.1	265	0.8
14 Fourteen Years	-	-	-	-
15 Fifteen Years	4	22.2	3150	9.0
16 Sixten Years	2	11.1	4018	11.5
17 Seventeen Years	3	16.7	3837	11.0
18 Eighteen Years	1	5.6	1925	5.5
19 Nineteen Years	1	5.6	2250	6.5
20 Twenty Years	1	5.6	10000	28.7
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	**18**	**100.0**	**34879**	**100.0**

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	22.2	7912	22.7
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	2	11.1	3584	10.3
20 Twenty Years	1	5.6	240	0.7
21 twenty-One Years	1	5.6	200	0.6
22 Twenty-Two Years	3	16.7	2950	8.5
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	2	11.1	4981	14.3
25 Twenty-Five Years	1	5.6	10000	28.7
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	2	11.1	2637	7.6
29 Twenty-Nine Years	1	5.6	450	1.3
30 Thirty Years	1	5.6	1925	5.5
TOTAL	**18**	**100.0**	**34879**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-07 Year of Service for Seven Weeks Paid Vacation				
00 No provision	15	83.3	29595	84.9
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	5.6	165	0.5
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	2	11.1	5119	14.7
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-08 Year of Service for Eight Weeks Paid Vacation				
00 No provision	18	100.0	34879	100.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 10-09 Annual Vacation Pay				
00 No provision	-	-	-	-
01 Regular pay	3	16.7	7156	20.5
02 Percentage of yearly gross earnings	9	50.0	11721	33.6
03 1 or 2, whichever is greatest	6	33.3	16002	45.9
04 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 10-10 Vacation Carry-Over				
00 No provision	11	61.1	14680	42.1
01 With limitations	5	27.8	16237	46.6
02 Without limitations	1	5.6	1925	5.5
03 Not allowed	1	5.6	2037	5.8
04 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 10-11 Special Extended Vacations

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	17	94.4	32842	94.2
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	-	-	-	-
03 Other	1	5.6	2037	5.8
TOTAL	18	100.0	34879	100.0

SECTION 11- LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 Bereavement Leave (Immediate Family)

00 No provision	1	5.6	4475	12.8
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	11	61.1	14898	42.7
04 4 days	-	-	-	-
05 5 days	3	16.7	13869	39.8
06 Leave varies depending on circumstances	1	5.6	387	1.1
07 Leave mentioned, length not specified	2	11.1	1250	3.6
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 11-02 Leave for Court or Jury Duty

00 No provision	2	11.1	6456	18.5
01 Provision for employee to receive full regular pay	16	88.9	28423	81.5
02 Other (not specified or less than full regular pay)	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 11-03 Leave for Union Business Other than Handling of Grievances

00 No provision	1	5.6	4475	12.8
01 Paid leave	-	-	-	-
02 Unpaid leave	14	77.8	17067	48.9
03 Paid or unpaid leave - depends on circumstances	3	16.7	13337	38.2
04 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 11-04 Paid Leave: Marriage

00 No provision	14	77.8	18123	52.0
01 Provision exists, but is not specified	1	5.6	10000	28.7
02 1 day	2	11.1	3337	9.6
03 2 days	-	-	-	-
04 3 days	1	5.6	3419	9.8
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 11-05 Eligibility for Maternity Leave

00 No provision	15	83.3	29392	84.3
01 1 month's service	-	-	-	-
02 2 to 6 months' service	3	16.7	5487	15.7
03 More than 6 months	-	-	-	-
04 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)				
00 No provision	12	66.7	25724	73.8
01 17 weeks	1	5.6	1300	3.7
02 18 weeks (or as per Employment Standards Act)	2	11.1	3387	9.7
03 19 - 25 weeks	1	5.6	2037	5.8
04 26 weeks	1	5.6	450	1.3
05 27 - 52 weeks	1	5.6	1981	5.7
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	-	-	-	-
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 11-07 Maternity Leave with Pay				
00 No provision	18	100.0	34879	100.0
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	-	-	-	-
03 Leave of absence, no pay loss	-	-	-	-
04 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 11-08 Seniority During Maternity Leave				
00 No provision	13	72.2	27992	80.3
01 Seniority retained	1	5.6	450	1.3
02 Seniority accumulated	3	16.7	3437	9.9
03 Not mentioned if seniority retained or accumulated	1	5.6	3000	8.6
04 Seniority accumulated up to certain period, then retained	-	-	-	-
05 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 11-09 Paid Leave: Paternity				
00 No provision	15	83.3	27160	77.9
01 Not specific	-	-	-	-
02 1 day	1	5.6	3419	9.8
03 2 days	2	11.1	4300	12.3
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 11-10 Leave: Adoption				
00 No provision	13	72.2	23142	66.3
01 Paid leave	1	5.6	3000	8.6
02 Unpaid leave	2	11.1	3281	9.4
03 Other	2	11.1	5456	15.6
TOTAL	18	100.0	34879	100.0
FIELD 11-11 Leave: Parental				
00 No provision	15	83.3	28123	80.6
01 With pay	-	-	-	-
02 Without pay	2	11.1	4719	13.5
03 Other/Combination	1	5.6	2037	5.8
TOTAL	18	100.0	34879	100.0

FIELD 11-12 Leave: Education

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	44.4	23790	68.2
01 Leave with full pay	1	5.6	3419	9.8
02 Leave with partial pay	1	5.6	100	0.3
03 Leave without pay	4	22.2	3039	8.7
04 Leave provided, but not specified with or without pay	1	5.6	1300	3.7
05 Other	3	16.7	3231	9.3
TOTAL	18	100.0	34879	100.0

FIELD 11-13 Sick Family Member Care Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	55.6	16148	46.3
01 1 day	1	5.6	387	1.1
02 2 days	1	5.6	3419	9.8
03 3 days	3	16.7	3175	9.1
04 4 days	-	-	-	-
05 5 days	1	5.6	10000	28.7
06 Provided for, but deducted from sick leave	1	5.6	450	1.3
07 Other	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0

FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	50.0	25469	73.0
01 Employee totally responsible for contributions	5	27.8	4845	13.9
02 Employee partly responsible (make up share of contribution during or after absence)	3	16.7	1565	4.5
03 Employer totally responsible for contributions	-	-	-	-
04 Mentioned but not specified	-	-	-	-
05 Other	1	5.6	3000	8.6
TOTAL	18	100.0	34879	100.0

FIELD 11-15 Personal Leave of Absence (unpaid)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	16.7	6640	19.0
01 Provision	15	83.3	28239	81.0
TOTAL	18	100.0	34879	100.0

SECTION 12- HEALTH AND WELFARE PROVISIONS

FIELD 12-01 Type of Health and Welfare Coverage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Health and welfare fund	2	11.1	4715	13.5
02 Series of plans	16	88.9	30164	86.5
03 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 12-02 Service Requirement to Qualify for Health and Welfare

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	44.4	25569	73.3
01 Immediately on being employed	-	-	-	-
02 1 month	2	11.1	440	1.3
03 3 months	1	5.6	750	2.2
04 6 months	-	-	-	-
05 1 year	-	-	-	-
06 Varies according to particular benefit	5	27.8	7855	22.5
07 Other	2	11.1	265	0.8
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-03 Employer Contribution to Health and Welfare Fund				
00 No health and welfare fund	16	88.9	30164	86.5
01 Under $0.40	-	-	-	-
02 $0.40 - $0.49	-	-	-	-
03 $0.50 - $0.74	-	-	-	-
04 $0.75 - $0.99	-	-	-	-
05 $1.00 - $1.25	-	-	-	-
06 $1.26 and over	-	-	-	-
07 Fund mentioned but amount not specified	2	11.1	4715	13.5
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 12-04 Employer Contribution to Basic Health Plan				
00 Plan not mentioned in agreement	1	5.6	1700	4.9
01 100% of premium	11	61.1	14667	42.1
02 Less than 100% but more than 75% of premium	1	5.6	100	0.3
03 75% of premium	1	5.6	10000	28.7
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	2	11.1	2637	7.6
09 Health and welfare fund mentioned but individual benefits not specified	1	5.6	4475	12.8
10 Other	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0
FIELD 12-05 Employer Contribution to Extended Health Plan				
00 Plan not mentioned in agreement	1	5.6	1700	4.9
01 100% of premium	12	66.7	15967	45.8
02 Less than 100% but more than 75% of premium	1	5.6	100	0.3
03 75% of premium	1	5.6	10000	28.7
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	2	11.1	2637	7.6
09 Health and welfare fund mentioned but individual benefits not specified	1	5.6	4475	12.8
10 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 12-06 Type of Paid Sick Leave				
00 Plan not mentioned in agreement	2	11.1	6725	19.3
01 Flat allowance (in time per month, year, etc.)	2	11.1	2424	6.9
02 Graduated allowance according to service	1	5.6	450	1.3
03 Short term illness or injury plan	4	22.2	18344	52.6
04 Weekly indemnity plan	5	27.8	3290	9.4
05 Both sick leave and weekly indemnity plan	3	16.7	1665	4.8
06 Other	1	5.6	1981	5.7
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-07 Number of Days Paid Sick Leave Per Year				
00 No provision	11	61.1	28359	81.3
01 1 to 6 days	4	22.2	2733	7.8
02 7 to 12 days	1	5.6	2037	5.8
03 13 to 15 days	-	-	-	-
04 16 to 18 days	-	-	-	-
05 19 or more days	-	-	-	-
06 Varies with length of service	1	5.6	450	1.3
07 Other	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0
FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave				
00 No provision	13	72.2	28974	83.1
01 30 days or less	1	5.6	200	0.6
02 31 days to 90 days	1	5.6	2037	5.8
03 91 days to 120 days	2	11.1	2368	6.8
04 121 days to 150 days	-	-	-	-
05 151 days to 200 days	-	-	-	-
06 201 days to 250 days	-	-	-	-
07 More than 250 days	-	-	-	-
08 Unlimited accumulation	-	-	-	-
09 Other	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0
FIELD 12-09 Conversion of Unused Sick Leave				
00 No provision	17	94.4	32954	94.5
01 Annual conversion to cash or days off	-	-	-	-
02 Full conversion to cash or days off on retirement or termination	-	-	-	-
03 Partial conversion to cash or days off on retirement or termination	-	-	-	-
04 Combination	-	-	-	-
05 Other	1	5.6	1925	5.5
TOTAL	18	100.0	34879	100.0
FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity				
00 No provision	9	50.0	27943	80.1
01 100% of premium	5	27.8	1855	5.3
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	1	5.6	1300	3.7
08 Plan mentioned but details not specified	3	16.7	3781	10.8
09 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 12-11 Maximum Period of Sickness Weekly Indemnity				
00 No provision	9	50.0	27943	80.1
01 Less than 12 weeks	-	-	-	-
02 13 weeks	-	-	-	-
03 26 weeks	-	-	-	-
04 39 weeks	-	-	-	-
05 52 weeks	4	22.2	1355	3.9
06 Varies according to length of service	-	-	-	-
07 Plan mentioned but details not specified	5	27.8	5581	16.0
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-12 Maximum Amount of Sickness Weekly Benefits				
00 No provision	8	44.4	24524	70.3
01 $400 or less	-	-	-	-
02 $401 to $500	-	-	-	-
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	3	16.7	1490	4.3
06 Equal to maximum unemployment insurance benefit	1	5.6	200	0.6
07 Varies according to earnings	-	-	-	-
08 Plan mentioned, but amount not specified	6	33.3	8665	24.8
09 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 12-13 Long-Term Income Continuance Insurance Plan				
00 No provision	5	27.8	18525	53.1
01 Provision	13	72.2	16354	46.9
TOTAL	18	100.0	34879	100.0
FIELD 12-14 Employer Contribution to Life Insurance Plan				
00 No provision	-	-	-	-
01 100% of premium	11	61.1	12967	37.2
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	1	5.6	3000	8.6
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	4	22.2	4437	12.7
08 Health and welfare fund mentioned but individual benefits not specified	1	5.6	4475	12.8
09 Other	1	5.6	10000	28.7
TOTAL	18	100.0	34879	100.0
FIELD 12-15 Amount of Life Insurance Benefits				
00 No provision	-	-	-	-
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	5	27.8	3942	11.3
03 $40,000 to $59,999	2	11.1	3919	11.2
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	1	5.6	750	2.2
06 Varies according to earnings	3	16.7	5375	15.4
07 Plan mentioned but amount not specified	6	33.3	16418	47.1
08 Health and Welfare fund mentioned but individual benefits not specified	1	5.6	4475	12.8
09 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0
FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance				
00 No provision	6	33.3	14955	42.9
01 100% of premium	8	44.4	9574	27.4
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	2	11.1	3950	11.3
08 Health and welfare fund mentioned but individual benefits not specified	1	5.6	4475	12.8
09 Other	1	5.6	1925	5.5
TOTAL	18	100.0	34879	100.0

FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	33.3	14955	42.9
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	3	16.7	605	1.7
03 $40,000 to $59,999	3	16.7	5219	15.0
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	2	11.1	3750	10.8
06 Varies according to earnings	-	-	-	-
07 Plan mentioned but amount not specified	2	11.1	3950	11.3
08 Health and Welfare fund mentioned but individual benefits not specified	1	5.6	4475	12.8
09 Other	1	5.6	1925	5.5
TOTAL	18	100.0	34879	100.0

FIELD 12-18 Employer Contribution to Dental Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	5.6	1700	4.9
01 100% of premium	13	72.2	25967	74.4
02 Less than 100% but more than 75% of premium	1	5.6	100	0.3
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	2	11.1	2637	7.6
08 Health and welfare fund mentioned but individual benefits not specified	1	5.6	4475	12.8
09 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 12-19 Type of Dental Work Covered

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	5.6	1700	4.9
01 Basic A	-	-	-	-
02 Basic and extended; A and B	-	-	-	-
03 Basic and orthodontics; A and C	-	-	-	-
04 Basic, extended and orthodontics; A, B and C	15	83.3	26454	75.8
05 Plan mentioned but details not specified	1	5.6	2250	6.5
06 Health and welfare fund mentioned but individual benefits not specified	1	5.6	4475	12.8
07 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 12-20 Availability of Pension Fund/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	16.7	2837	8.1
01 Provision	15	83.3	32042	91.9
TOTAL	18	100.0	34879	100.0

FIELD 12-21 Administration of Pension Funds/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	27.8	3387	9.7
01 Union	2	11.1	405	1.2
02 Management	4	22.2	7243	20.8
03 Joint union/management administration	3	16.7	14975	42.9
04 Administered by separate trustees	1	5.6	750	2.2
05 Municipal/Provincial Government	2	11.1	6419	18.4
06 Other	1	5.6	1700	4.9
TOTAL	18	100.0	34879	100.0

FIELD 12-22 Retirement Age Practices

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	83.3	30808	88.3
01 Provision	3	16.7	4071	11.7
TOTAL	18	100.0	34879	100.0

FIELD 12-23 Employer Contribution to RRSP

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	100.0	34879	100.0
01 Provision	-	-	-	-
TOTAL	18	100.0	34879	100.0

SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 Initial Presentation of Grievance to Management

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 By employee without union representative present	3	16.7	1637	4.7
02 By employees with union representative	2	11.1	3450	9.9
03 By employees choice of with or without union representative	6	33.3	7361	21.1
04 By union representative	3	16.7	4006	11.5
05 By grievance committee	-	-	-	-
06 By written notice	2	11.1	6175	17.7
07 By one of several alternative procedures	2	11.1	12250	35.1
08 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 13-02 Length of Time to Initiate Grievance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	11.1	4575	13.1
01 72 hours or less	-	-	-	-
02 5 days	1	5.6	1925	5.5
03 1 week	-	-	-	-
04 10 days	1	5.6	450	1.3
05 2 weeks	4	22.2	5861	16.8
06 3 weeks	3	16.7	4687	13.4
07 1 month	4	22.2	6681	19.2
08 2 months	-	-	-	-
09 Varies by type of grievance	1	5.6	200	0.6
10 Other	2	11.1	10500	30.1
TOTAL	18	100.0	34879	100.0

FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	61.1	24086	69.1
01 Provision	7	38.9	10793	30.9
TOTAL	18	100.0	34879	100.0

FIELD 13-04 Status Quo Ante in Discipline Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	94.4	33579	96.3
01 Provision	1	5.6	1300	3.7
TOTAL	18	100.0	34879	100.0

FIELD 13-05 Clearing an Employee Record in Disciplinary Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	13	72.2	27927	80.1
01 Provision	5	27.8	6952	19.9
TOTAL	18	100.0	34879	100.0

FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	55.6	15909	45.6
01 Provision	8	44.4	18970	54.4
TOTAL	18	100.0	34879	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-07 Arbitration				
00 As required by legislation	-	-	-	-
01 Single arbitrator	8	44.4	10443	29.9
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	5	27.8	15059	43.2
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	4	22.2	7127	20.4
06 Other	1	5.6	2250	6.5
TOTAL	18	100.0	34879	100.0
FIELD 13-08 Officer Appointment by Labour Relations				
00 Not prohibited (or no mention)	16	88.9	32729	93.8
01 Specifically prohibited by the Agreement	2	11.1	2150	6.2
TOTAL	18	100.0	34879	100.0
FIELD 13-09 Reference to Section 112 Labour Code, Share				
00 No provision	16	88.9	32729	93.8
01 Provision	2	11.1	2150	6.2
TOTAL	18	100.0	34879	100.0
SECTION 14- OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 Occupational Safety and Health				
00 No provision	7	38.9	6846	19.6
01 Joint safety committee	10	55.6	27793	79.7
02 Other	1	5.6	240	0.7
TOTAL	18	100.0	34879	100.0
FIELD 14-02 Safety Committee Functions				
00 No safety committee provision	8	44.4	7086	20.3
01 Safety committee functions not specified	5	27.8	17143	49.1
02 Right to call special/emergency meetings	-	-	-	-
03 Right to initiate action on recommendations	-	-	-	-
04 Right to undertake inspections	-	-	-	-
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	-	-	-	-
07 Combination of 2, 3 and 4	1	5.6	4475	12.8
08 Other	4	22.2	6175	17.7
TOTAL	18	100.0	34879	100.0
FIELD 14-03 Pay for Time Spent on Safety Committee				
00 No safety committee provision	8	44.4	7086	20.3
01 No provision for pay of safety committee	7	38.9	20412	58.5
02 Provision for pay of safety committee	3	16.7	7381	21.2
TOTAL	18	100.0	34879	100.0
FIELD 14-04 Safety Equipment and Protective Clothing				
00 No provision	4	22.2	18025	51.7
01 Equipment supplied at no cost to employee	6	33.3	9137	26.2
02 Equipment supplied at some cost to employee	1	5.6	1925	5.5
03 Monetary allowance provided for percentage of equipment, replacement at some cost	6	33.3	5592	16.0
04 Other	1	5.6	200	0.6
TOTAL	18	100.0	34879	100.0

FIELD 14-05 Right to Refuse Dangerous Working Conditions

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	66.7	14061	40.3
01 Provision	6	33.3	20818	59.7
TOTAL	18	100.0	34879	100.0

FIELD 14-06 Video Display Terminals

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	13	72.2	18642	53.4
01 Pregnant employees right to be reassigned or take leave of absence	2	11.1	5400	15.5
02 Restriction on hours/rest breaks	1	5.6	10000	28.7
03 Combination of 1 and 2	2	11.1	837	2.4
04 Other	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 14-07 Employee Assistance Program

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	83.3	29710	85.2
01 Provision	3	16.7	5169	14.8
TOTAL	18	100.0	34879	100.0

SECTION 15- MISCELLANEOUS PROVISIONS

FIELD 15-01 Labour-Management Committee

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	66.7	26417	75.7
01 Provision	6	33.3	8462	24.3
TOTAL	18	100.0	34879	100.0

FIELD 15-02 Sexual Harassment

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	13	72.2	25586	73.4
01 Policy statement only	-	-	-	-
02 Policy and/or complaint procedure	5	27.8	9293	26.6
03 Mentioned but not specified	-	-	-	-
TOTAL	18	100.0	34879	100.0

FIELD 15-03 Day Care Facilities for Children of Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	94.4	31460	90.2
01 Provision	1	5.6	3419	9.8
TOTAL	18	100.0	34879	100.0

FIELD 15-04 Job Evaluation Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	83.3	32061	91.9
01 Provision	3	16.7	2818	8.1
TOTAL	18	100.0	34879	100.0

FIELD 15-05 Moving Expenses or Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	33.3	8480	24.3
01 Provision	12	66.7	26399	75.7
TOTAL	18	100.0	34879	100.0

FIELD 15-06 Work Clothing and/or Uniform Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	38.9	21200	60.8
01 Provision	11	61.1	13679	39.2
TOTAL	18	100.0	34879	100.0

FIELD 15-07 Tool Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	61.1	14430	41.4
01 Provision	7	38.9	20449	58.6
TOTAL	18	100.0	34879	100.0

PART I: e
TRADE, FINANCE, INSURANCE, AND REAL ESTATE

(9 agreements covering 10,226 employees)

SECTION 1- GENERAL INFORMATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 1-01 Parties to Agreement				
00 Single local - single employer	8	88.9	9526	93.2
01 Single local - multi-employer or employer's assoc.	1	11.1	700	6.8
02 Multi-local (same union) and single employer	-	-	-	-
03 Multi-local (same union) and multi-employer or employer's association	-	-	-	-
04 Multi-union and single employer	-	-	-	-
05 Multi-union and multi-employer or employer's assoc.	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 1-02 Size of Bargaining Unit				
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	1	11.1	150	1.5
02 200 - 499 employees	2	22.2	650	6.4
03 500 - 999 employees	3	33.3	1844	18.0
04 1000 - 4999 employees	3	33.3	7582	74.1
05 5000 - 9999 employees	-	-	-	-
06 10,000 or more employees	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 1-03 Jurisdiction of Agreement				
00 Provincial	9	100.0	10226	100.0
01 Federal	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 1-04 Sector				
00 Private	5	55.6	5000	48.9
01 Public	4	44.4	5226	51.1
TOTAL	9	100.0	10226	100.0
FIELD 1-05 Term of Agreement				
00 1 year	-	-	-	-
01 More than 1 year, less than 2 years	-	-	-	-
02 2 years	2	22.2	3095	30.3
03 More than 2 years, less than 3 years	-	-	-	-
04 3 years	3	33.3	2037	19.9
05 More than 3 years	4	44.4	5094	49.8
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 1-06 Expiry Date of Agreement				
00 1st half of 1990 or earlier	-	-	-	-
01 2nd half of 1990	-	-	-	-
02 1st half of 1991	2	22.2	1000	9.8
03 2nd half of 1991	4	44.4	3839	37.5
04 1st half of 1992	2	22.2	1887	18.5
05 2nd half of 1992	-	-	-	-
06 later than 1992	1	11.1	3500	34.2
TOTAL	9	100.0	10226	100.0

FIELD 1-07 Geographical Breakdown

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 East & West Kootenays	-	-	-	-
01 Okanagan	-	-	-	-
02 Southern Interior	-	-	-	-
03 Lower Coast & Lower Mainland	2	22.2	450	4.4
04 Vancouver Island	1	11.1	350	3.4
05 Central Interior	-	-	-	-
06 Peace River	-	-	-	-
07 North West	-	-	-	-
08 Two or more Regions	6	66.7	9426	92.2
09 Inter-provincial	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 1-08 Existence of Continuation Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	-	-	-	-
01 Agreement continues from year to year unless notice to terminate is provided	1	11.1	550	5.4
02 Collective agreement continues during bargaining	1	11.1	594	5.8
03 Collective agreement continues until strike or lockout	3	33.3	2037	19.9
04 1 and 2	1	11.1	700	6.8
05 1 and 3	2	22.2	3800	37.2
06 Other	1	11.1	2545	24.9
TOTAL	9	100.0	10226	100.0

SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 Management Rights Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 General statement of management rights	3	33.3	3689	36.1
02 Enumerated list of management rights - residual rights with management	6	66.7	6537	63.9
03 Enumerated list of management rights - residual rights not specified	-	-	-	-
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 2-02 Contracting Out

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	22.2	450	4.4
01 Contracting out restricted to other union employees	-	-	-	-
02 Contracting out restricted - no displacement of present employees	4	44.4	5226	51.1
03 Contracting out restricted - payment of union wage rate required	-	-	-	-
04 Contracting out restricted (combination of 1, 2 and/or 3)	-	-	-	-
05 Contracting out prohibited entirely	-	-	-	-
06 Other	3	33.3	4550	44.5
TOTAL	9	100.0	10226	100.0

FIELD 2-03 Union Security Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Closed shop	-	-	-	-
02 Union shop	4	44.4	6495	63.5
03 Modified union shop (compulsory membership for new employees)	5	55.6	3731	36.5
04 Maintenance of membership	-	-	-	-
05 Rand formula	-	-	-	-
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 2-04 Authorization of Dues Check-off

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	4	44.4	6495	63.5
03 Compulsory for all employees (not all employees must be union members)	5	55.6	3731	36.5
05 Compulsory for union members only	-	-	-	-
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Cross picket lines	8	88.9	9526	93.2
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	1	11.1	700	6.8
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

SECTION 3- SENIORITY

FIELD 3-01 Seniority Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Union hiring hall	-	-	-	-
02 Employer (plant, bargaining unit)	5	55.6	6331	61.9
03 Department (branch, division)	-	-	-	-
04 Craft (occupation)	-	-	-	-
05 Employer & department	3	33.3	1350	13.2
06 Employer and craft	1	11.1	2545	24.9
07 Combination of the above	-	-	-	-
08 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 3-02 Length of Probationary Period

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	33.3	5631	55.1
01 1 calendar month	-	-	-	-
02 2 calendar months	-	-	-	-
03 3 calendar months	3	33.3	1200	11.7
04 6 calendar months	-	-	-	-
05 30 working days	1	11.1	300	2.9
06 45 working days	-	-	-	-
07 60 working days	1	11.1	2545	24.9
08 240 working days	-	-	-	-
09 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 3-03 Seniority Determining Promotion

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	3500	34.2
01 Straight seniority	-	-	-	-
02 Governs where qualifications are sufficient	4	44.4	3345	32.7
03 Governs where qualifications are equal	2	22.2	2237	21.9
04 Taken into account with other factors	2	22.2	1144	11.2
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 3-04 Seniority Determining Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	1537	15.0
01 Straight seniority	1	11.1	594	5.8
02 Governs where qualifications of the retained are sufficient	6	66.7	7745	75.7
03 Governs where qualifications are equal	-	-	-	-
04 Taken into account with other factors	1	11.1	350	3.4
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	22.2	500	4.9
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	-	-	-	-
03 72 hours	-	-	-	-
04 1 week	1	11.1	3500	34.2
05 2 weeks	1	11.1	700	6.8
06 1 month	2	22.2	2131	20.8
07 Graduated according to length of service	2	22.2	2845	27.8
08 Notice mentioned, length not specified	-	-	-	-
09 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 3-06 Recall Procedure

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	1537	15.0
01 Straight seniority	1	11.1	594	5.8
02 Seniority governs where qualifications are sufficient	4	44.4	4650	45.5
03 Seniority governs where qualifications are equal	-	-	-	-
04 Seniority considered with other factors	3	33.3	3445	33.7
05 Union hiring hall referral	-	-	-	-
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 3-07 Loss of Seniority Recall Rights

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	350	3.4
01 Failure to report when notified	3	33.3	1550	15.2
02 After specified period off work	-	-	-	-
03 Either failure to report or after a specified period off work	5	55.6	8326	81.4
TOTAL	9	100.0	10226	100.0

FIELD 3-08 Retention of Seniority during Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	22.2	650	6.4
01 Less than 6 months	-	-	-	-
02 6 months	-	-	-	-
03 7 to 12 months	1	11.1	150	1.5
04 12 months	5	55.6	6881	67.3
05 More than 12 months up to and including 24 months	-	-	-	-
06 More than 24 months	-	-	-	-
07 Graduated according to length of service	1	11.1	2545	24.9
08 Not specified or indefinite	-	-	-	-
09 Seniority lost on layoff	-	-	-	-
10 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-09 Retention of Seniority During Illness or Injury				
00 No provision	5	55.6	3437	33.6
01 Up to 12 months	-	-	-	-
02 12 - 24 months	2	22.2	2695	26.4
04 Varies by type of incapacitation	-	-	-	-
05 Other	1	11.1	594	5.8
TOTAL	9	100.0	10226	100.0
FIELD 3-10 Seniority on Transfer from Bargaining Unit				
00 No provision	7	77.8	7531	73.6
01 Seniority lost on transfer	-	-	-	-
02 Seniority retained for a specific period onl	1	11.1	150	1.5
03 Seniority retained indefinitely	1	11.1	2545	24.9
04 Varies depending on circumstances of transfe	-	-	-	-
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.				
00 No provision	9	100.0	10226	100.0
01 For union officials	-	-	-	-
02 Special skills, apprentices	-	-	-	-
03 Combination of alternatives	-	-	-	-
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

SECTION 4- JOB OPPORTUNITY AND PROTECTION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-01 Job Posting				
00 No provision	1	11.1	3500	34.2
01 Provision	8	88.9	6726	65.8
TOTAL	9	100.0	10226	100.0
FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)				
00 No provision	4	44.4	4582	44.8
01 Older workers	-	-	-	-
02 Disabled workers	3	33.3	4500	44.0
03 Combination of older and disabled workers	2	22.2	1144	11.2
TOTAL	9	100.0	10226	100.0
FIELD 4-03 Limitation of Part-Time Workers, Trainees				
00 No provision	4	44.4	5144	50.3
01 Provision	5	55.6	5082	49.7
TOTAL	9	100.0	10226	100.0

FIELD 4-04 Training or Retraining (Other than Technological Change)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	594	5.8
01 Apprenticeship	1	11.1	700	6.8
02 Company provides on-the-job training experiences	2	22.2	500	4.9
03 Company sponsors off-premises training programs	1	11.1	1537	15.0
04 1 and 2	1	11.1	550	5.4
05 1 and 3	-	-	-	-
06 2 and 3	1	11.1	2545	24.9
07 1, 2 and 3	-	-	-	-
08 Training at employee initiative - company may or may not reimburse	-	-	-	-
09 Labour and management training program	1	11.1	300	2.9
10 Other	1	11.1	3500	34.2
TOTAL	9	100.0	10226	100.0

FIELD 4-05 Journeyman-Apprentice Ratio

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	88.9	9526	93.2
01 Maximum 1 apprentice for each journeyman	-	-	-	-
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	-	-	-	-
05 Maximum 1 apprentice for each 5 journeymen	1	11.1	700	6.8
06 Maximum 1 apprentice for each 6 or more journeymen	-	-	-	-
07 Not specified	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	77.8	9726	95.1
01 Reduction in normal hours of work	1	11.1	150	1.5
02 Change in type of work	-	-	-	-
03 Combination of 1 and 2	1	11.1	350	3.4
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 4-07 Rate on Temporary Reassignment

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	3500	34.2
01 Regular rate of employee	1	11.1	150	1.5
02 Rate of temporary job or regular job whichever is greater	6	66.7	6026	58.9
03 Rate of temporary job	-	-	-	-
04 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 4-08 Guaranteed Employment or Earnings

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	77.8	9776	95.6
01 Daily guarantee for some or all employees	2	22.2	450	4.4
02 Weekly guarantee for some or all employees	-	-	-	-
03 Monthly guarantee for some or all employees	-	-	-	-
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 4-09 Moonlighting

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No Provision	7	77.8	7989	78.1
01 Prohibited	1	11.1	700	6.8
02 Permitted - with restrictions	1	11.1	1537	15.0
03 Permitted - without restrictions	-	-	-	-
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 4-10 Classification of Newly-Created Jobs

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	22.2	3850	37.6
01 Union-management consultation only	3	33.3	1294	12.7
02 Arbitration if consultation fails	4	44.4	5082	49.7
03 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

SECTION 5- TECHNOLOGICAL CHANGE

FIELD 5-01 Technological Change, Advance Notice

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No Provision	3	33.3	4550	44.5
01 Less than 3 months	-	-	-	-
02 3 months	5	55.6	3131	30.6
03 6 months	-	-	-	-
04 More than 6 months	-	-	-	-
05 Notice mentioned - time not specified	1	11.1	2545	24.9
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 5-02 Consultation in Relation to Technological Change

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	22.2	500	4.9
01 Consultation via special labour-management committee	1	11.1	3500	34.2
02 Consultation - details unspecified	5	55.6	5676	55.5
03 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 5-03 Arbitration of Technological Change Disputes

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	4	44.4	3745	36.6
01 Provision	5	55.6	6481	63.4
TOTAL	9	100.0	10226	100.0

FIELD 5-04 Technological Change: Employment Security

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	3	33.3	4444	43.5
01 Straight layoff	-	-	-	-
02 Layoff with severance pay or S.U.B.	4	44.4	1700	16.6
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	-	-	-	-
05 Combination	2	22.2	4082	39.9
06 No reduction in total number of employees	-	-	-	-
07 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	4	44.4	5144	50.3
01 Less than 1 year	3	33.3	4632	45.3
02 1 year	2	22.2	450	4.4
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 4 years	-	-	-	-
06 5 years	-	-	-	-
07 10 years	-	-	-	-
08 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 5-06 Accumulation of Severance Pay				
00 No provision	3	33.3	4444	43.5
01 One week's pay per year of service	4	44.4	1700	16.6
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	-	-	-	-
03 Varies according to length of service	1	11.1	2545	24.9
04 Flat amount (ie. $50/year, or $500 on termination etc.)	-	-	-	-
05 Other	1	11.1	1537	15.0
TOTAL	9	100.0	10226	100.0
FIELD 5-07 Maximum Amount of Severance Pay				
00 No provision	4	44.4	4594	44.9
01 Less than 20 weeks' pay	-	-	-	-
02 20 - 25 weeks' pay	1	11.1	300	2.9
03 26 - 29 weeks' pay	1	11.1	550	5.4
04 30 - 51 weeks' pay	1	11.1	700	6.8
05 52 weeks' pay or more	1	11.1	1537	15.0
06 No maximum	1	11.1	2545	24.9
07 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 5-08 Technological Change: Notice of Permanent Layoff				
00 No provision	4	44.4	1394	13.6
01 Less than 3 months	1	11.1	1537	15.0
02 3 months or mores, less than 6 months	3	33.3	4750	46.5
03 6 months or more, less than 1 year	-	-	-	-
04 Mentioned, not specified	-	-	-	-
05 By length of service	1	11.1	2545	24.9
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 5-09 Options for Employees Retained				
00 No provision	4	44.4	4744	46.4
01 Opportunity to be trained or retrained	3	33.3	1400	13.7
02 Maintenance of current wage rate if required to move to lower graded job	-	-	-	-
03 Guarantee of only slightly lower pay if moved to lower graded job	-	-	-	-
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	2	22.2	4082	39.9
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 5-10 Training in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	66.7	6431	62.9
01 Company program	2	22.2	3095	30.3
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	-	-	-	-
04 Training or retraining mentioned but not specified	1	11.1	700	6.8
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 5-11 Technological Change: Reopener

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	100.0	10226	100.0
01 Provision	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 5-12 Technological Change: Relocation Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	66.7	5594	54.7
01 Employer pays full cost	2	22.2	4082	39.9
02 Employer pays percentage of cost	1	11.1	550	5.4
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	100.0	10226	100.0
01 Provision	-	-	-	-
TOTAL	9	100.0	10226	100.0

SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 Frequency of Deferred Wage Increases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No wage adjustment deferred during life of agreement	-	-	-	-
01 Wage adjustment every six months	1	11.1	550	5.4
02 Wage adjustment yearly	6	66.7	7545	73.8
03 Irregularly scheduled wage increases	2	22.2	2131	20.8
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 6-02 Other Wage Adjustments

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	77.8	6026	58.9
01 Date specified, amount determined later	-	-	-	-
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	2	22.2	4200	41.1
TOTAL	9	100.0	10226	100.0

FIELD 6-03 Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Severance pay plan	8	88.9	9676	94.6
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	1	11.1	550	5.4
04 Plan exists: no details	-	-	-	-
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 6-04 Supplementary Unemployment Benefits

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	100.0	10226	100.0
01 Provision	-	-	-	-
TOTAL	**9**	**100.0**	**10226**	**100.0**

FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Less than one year	6	66.7	7839	76.7
02 1 year	1	11.1	150	1.5
03 2 years	1	11.1	700	6.8
04 3 years	-	-	-	-
05 5 years	-	-	-	-
06 10 years	1	11.1	1537	15.0
07 Other	-	-	-	-
TOTAL	**9**	**100.0**	**10226**	**100.0**

FIELD 6-06 Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 1 day's pay per year of service	-	-	-	-
02 1 week's pay per year of service	2	22.2	4200	41.1
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	1	11.1	300	2.9
04 Varies according to length of service	5	55.6	5576	54.5
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	1	11.1	150	1.5
TOTAL	**9**	**100.0**	**10226**	**100.0**

FIELD 6-07 Maximum Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Less than 20 weeks' pay	1	11.1	1537	15.0
02 20 weeks' pay	2	22.2	3800	37.2
03 21 - 25 weeks' pay	-	-	-	-
04 26 - 29 weeks' pay	2	22.2	1144	11.2
05 30 - 52 weeks' pay	1	11.1	700	6.8
06 No maximum	3	33.3	3045	29.8
07 Other	-	-	-	-
TOTAL	**9**	**100.0**	**10226**	**100.0**

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	88.9	9526	93.2
01 Provision exists and is effective during agreement	1	11.1	700	6.8
02 Provision exists and is to be implemented at a later date	-	-	-	-
TOTAL	**9**	**100.0**	**10226**	**100.0**

FIELD 6-09 COLA: Frequency

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	88.9	9526	93.2
01 Automatic monthly adjustment	-	-	-	-
02 Automatic quarterly adjustment	-	-	-	-
03 Automatic semi-annually adjustment	-	-	-	-
04 Automatic annual adjustment	-	-	-	-
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	-	-	-	-
07 Review at irregular intervals	-	-	-	-
08 Cannot determine	-	-	-	-
09 Other	1	11.1	700	6.8
TOTAL	**9**	**100.0**	**10226**	**100.0**

SECTION 7- REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 Normal Daily Work Hours - Non-Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			518	9.3
04 7 1/4 hours			75	1.3
05 7 1/2 hours			340	6.1
06 7 3/4 hours			-	-
07 8 hours			4627	83.2
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			**5560**	**100.0**

FIELD 7-02 Normal Daily Work Hours - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			626	13.4
04 7 1/4 hours			4007	85.9
05 7 1/2 hours			10	0.2
06 7 3/4 hours			-	-
07 8 hours			23	0.5
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			**4666**	**100.0**

FIELD 7-03 Normal Weekly Work Days - Non-Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			5510	99.1
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			50	0.9
08 Other			-	-
TOTAL			**5560**	**100.0**

FIELD 7-04 Normal Weekly Work Days - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			4166	89.3
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			500	10.7
08 Other			-	-
TOTAL			**4666**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-05 Normal Weekly Work Hours - Non-office Employees				
00 No provision			-	-
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			468	8.4
04 37.5 hours			340	6.1
05 40 hours			4627	83.2
06 More than 40 hours			-	-
07 Other			125	2.2
TOTAL			5560	100.0
FIELD 7-06 Normal Weekly Work Hours - Office Employees				
00 No provision			-	-
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			126	2.7
04 37.5 hours			10	0.2
05 40 hours			23	0.5
06 More than 40 hours			-	-
07 Other			4507	96.6
TOTAL			4666	100.0
FIELD 7-07 Days Off Per Week				
00 No provision	1	11.1	350	3.4
01 2 Days (consecutive)	6	66.7	8732	85.4
02 2 days (not consecutive)	-	-	-	-
03 3 days (consecutive)	-	-	-	-
04 3 days (not consecutive)	-	-	-	-
05 4 days	-	-	-	-
06 Varied for continuous or non-continuous operations	-	-	-	-
07 Other	2	22.2	1144	11.2
TOTAL	9	100.0	10226	100.0
FIELD 7-08 Reporting Pay - Work Not Commenced				
00 No provision	3	33.3	1094	10.7
01 2 hours' pay (or Employment Standards Act)	2	22.2	6045	59.1
02 3 hours' pay	1	11.1	550	5.4
03 4 hours' pay	3	33.3	2537	24.8
04 Full shift's pay	-	-	-	-
05 Other (includes no provision)	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 7-09 Reporting Pay - Work Has Commenced				
00 No provision	3	33.3	1094	10.7
01 4 hours' pay (or Employment Standards Act)	5	55.6	8582	83.9
02 More than 4 hours' pay but less than full shift's pay	-	-	-	-
03 Full shift's pay	-	-	-	-
04 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0
FIELD 7-10 Paid Rest Periods				
00 No provision	-	-	-	-
01 2 for a total of 20 minutes	-	-	-	-
02 2 for a total of 30 minutes	9	100.0	10226	100.0
03 2 for a total of 40 minutes	-	-	-	-
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	-	-	-	-
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	33.3	2437	23.8
01 Less than one day (24 hours)	–	–	–	–
02 One day (24 hours)	3	33.3	6195	60.6
03 More than one day, less than 3	–	–	–	–
04 3 days to less than 7	–	–	–	–
05 7 to 14 days	2	22.2	894	8.7
06 More than 14 days	–	–	–	–
07 Notice mentioned but not specified	1	11.1	700	6.8
08 Other	–	–	–	–
TOTAL	9	100.0	10226	100.0

FIELD 7-12 Portal-to-Portal

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	100.0	10226	100.0
01 Provision	–	–	–	–
TOTAL	9	100.0	10226	100.0

FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	77.8	9482	92.7
01 Provision	2	22.2	744	7.3
TOTAL	9	100.0	10226	100.0

FIELD 7-14 Flexible Starting/Quitting Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	55.6	5000	48.9
01 Provision	4	44.4	5226	51.1
TOTAL	9	100.0	10226	100.0

FIELD 7-15 Compressed Work Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	66.7	3587	35.1
01 3 day week in progress	–	–	–	–
02 4 day week in progress	–	–	–	–
03 Alternating 4, 5, in progress	–	–	–	–
04 To commence during term of agreement	–	–	–	–
05 Under study	–	–	–	–
06 Other	3	33.3	6639	64.9
TOTAL	9	100.0	10226	100.0

SECTION 8- OVERTIME AND PREMIUM PAY

FIELD 8-01 Overtime Rate after Normal Daily Work Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1.5 x	1	11.1	150	1.5
01 1.5 x for 1 hour, then 2 x	–	–	–	–
02 1.5 x for 2 hours, then 2 x	5	55.6	8726	85.3
03 1.5 x for 3 hours, then 2 x	–	–	–	–
04 1.5 x for 4 hours, then 2 x	1	11.1	350	3.4
05 1.5 x for 8 hours, then 2 x	–	–	–	–
06 2 x	2	22.2	1000	9.8
07 Other	–	–	–	–
TOTAL	9	100.0	10226	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-02 Overtime Rate after Normal Weekly Work Hours				
00 1.5 x	1	11.1	150	1.5
01 1.5 x for 1 hour, then 2 x	-	-	-	-
02 1.5 x for 2 hours, then 2 x	2	22.2	2131	20.8
03 1.5 x for 3 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	1	11.1	350	3.4
05 1.5 x for 8 hours, then 2 x	1	11.1	3500	34.2
06 2 x	2	22.2	1000	9.8
07 Other	2	22.2	3095	30.3
TOTAL	9	100.0	10226	100.0
FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)				
00 No provision	1	11.1	150	1.5
01 1.5 x	1	11.1	3500	34.2
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	1	11.1	1537	15.0
04 1.5 x for 3 hours, then 2 x	-	-	-	-
05 1.5 x for 4 hours, then 2 x	1	11.1	350	3.4
06 2 x	5	55.6	4689	45.9
07 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)				
00 No provision	1	11.1	150	1.5
01 1.5 x	1	11.1	3500	34.2
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	1	11.1	350	3.4
05 2 x	4	44.4	4095	40.0
06 3 x	2	22.2	2131	20.8
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 8-05 Overtime Compensation				
00 No provision	3	33.3	4350	42.5
01 Pay only	2	22.2	650	6.4
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	4	44.4	5226	51.1
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 8-06 Right to Refuse Overtime				
00 No provision	2	22.2	1887	18.5
01 Right to refuse	6	66.7	7789	76.2
02 No right to refuse	-	-	-	-
03 Overtime compulsory in cases of emergency	1	11.1	550	5.4
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 8-07 Distribution of Overtime				
00 No provision	3	33.3	2187	21.4
01 Based on seniority	3	33.3	4350	42.5
02 Shared among all employees	3	33.3	3689	36.1
03 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday				
00 No provision	6	66.7	9026	88.3
01 No premium rate for regular Saturday work (ie. straight time)	2	22.2	500	4.9
02 1.5 x	–	–	–	–
03 1.5 x for 2 hours, then 2 x	–	–	–	–
04 1.5 x for 4 hours, then 2 x	–	–	–	–
05 2 x	–	–	–	–
06 Flat amount per hour or day	–	–	–	–
07 Percentage of regular rate	1	11.1	700	6.8
08 Other	–	–	–	–
TOTAL	9	100.0	10226	100.0
FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday				
00 No provision	5	55.6	5526	54.0
01 No premium rate for regular Sunday work (ie. straight time)	–	–	–	–
02 1.5 x	–	–	–	–
03 1.5 x for 2 hours, then 2 x	–	–	–	–
04 1.5 x for 4 hours, then 2 x	–	–	–	–
05 2 x	–	–	–	–
06 Flat amount per hour or day	2	22.2	3650	35.7
07 Percentage of regular rate	1	11.1	700	6.8
08 Other	1	11.1	350	3.4
TOTAL	9	100.0	10226	100.0
FIELD 8-10 Call-in (Call-Back) Pay Guarantee				
00 No provision	4	44.4	2887	28.2
01 Minimum of 2 hours a straight time	1	11.1	150	1.5
02 Minimum of 3 hours at straight time	–	–	–	–
03 Minimum of 4 hours at straight time	1	11.1	3500	34.2
04 More than 4 hours pay at straight time	–	–	–	–
05 Minimum of 2 hours at overtime rate	–	–	–	–
06 Minimum of 3 hours at overtime rate	3	33.3	3689	36.1
07 Minimum of 4 hours at overtime rate	–	–	–	–
08 More than 4 hours' pay at overtime rate	–	–	–	–
09 Overtime rate, no minimum guarantee	–	–	–	–
10 1.5 x for hours worked or 4 hours at straight time, whichever is greater	–	–	–	–
11 2 x for hours worked or 4 hours at straight time, whichever is greater	–	–	–	–
12 Other	–	–	–	–
TOTAL	9	100.0	10226	100.0
FIELD 8-11 Paid Meal Period				
00 No provision	3	33.3	1350	13.2
01 On overtime, call-in, holiday work, etc.	5	55.6	8326	81.4
02 On designated shifts	–	–	–	–
03 1 and 2	–	–	–	–
04 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0
FIELD 8-12 Meal Allowance on Overtime or Call-in				
00 No provision	2	22.2	1000	9.8
01 Less than $5.00	–	–	–	–
02 $5.00 - $5.99	4	44.4	6545	64.0
03 $6.00 - $6.99	–	–	–	–
04 $7.00 - $7.99	1	11.1	550	5.4
05 $8.00 and more	2	22.2	2131	20.8
06 Meal provided	–	–	–	–
07 Other	–	–	–	–
TOTAL	9	100.0	10226	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.				
00 No provision	6	66.7	6537	63.9
01 1.5 x	1	11.1	594	5.8
02 1.5 x followed by a higher rate	1	11.1	2545	24.9
03 2 x	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0
FIELD 8-14 Stand-by Pay				
00 No provision	5	55.6	5000	48.9
01 Provision	4	44.4	5226	51.1
TOTAL	9	100.0	10226	100.0
FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work				
00 No provision	7	77.8	9776	95.6
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	1	11.1	150	1.5
02 Flat amount per hour in addition or regular wages	1	11.1	300	2.9
03 Percentage of regular rate	-	-	-	-
04 Reduced shift	-	-	-	-
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 8-16 Second Shift Premium				
00 No provision	-	-	-	-
01 Under $0.30	1	11.1	150	1.5
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	3	33.3	1494	14.6
04 $0.70 - $0.89	1	11.1	1537	15.0
05 $0.90 and over	2	22.2	4200	41.1
06 1/2 hour's pay per shift	-	-	-	-
07 1 hour's pay per shift	-	-	-	-
08 Percentage of hourly wage rate	2	22.2	2845	27.8
09 Flat amount per shift	-	-	-	-
10 Flat amount per shift plus hourly differential	-	-	-	-
11 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 8-17 Third Shift Premium				
00 No provision	-	-	-	-
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	3	33.3	1050	10.3
04 $0.70 - $0.89	1	11.1	594	5.8
05 $0.90 - $1.24	2	22.2	5037	49.3
06 $1.25 and over	1	11.1	700	6.8
07 1/2 hour's pay per shift	-	-	-	-
08 1 hour's pay per shift	-	-	-	-
09 2 hour's pay per shift	-	-	-	-
10 Percentage of hourly wage rate	2	22.2	2845	27.8
11 Flat amount per shift	-	-	-	-
12 Flat amount per shift plus hourly differential	-	-	-	-
13 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 8-18 Split Shift Premium

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	7	77.8	9482	92.7
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	1	11.1	594	5.8
03 $0.50 - $0.69	-	-	-	-
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	-	-	-	-
07 Flat amount per shift	-	-	-	-
08 Percentage of hourly wage rate	-	-	-	-
09 Split shift prohibited	1	11.1	150	1.5
10 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 8-19 Mileage Allowance for Use of Private Car

00 No Provision	4	44.4	1500	14.7
01 Provision	5	55.6	8726	85.3
TOTAL	9	100.0	10226	100.0

FIELD 8-20 Isolation/Northern Allowance

00 No provision	7	77.8	8095	79.2
01 Provision	2	22.2	2131	20.8
TOTAL	9	100.0	10226	100.0

SECTION 9- PAID HOLIDAYS

FIELD 9-01 Number of Paid (Statutory and Floating per Year)

00 No provision	-	-	-	-
01 8 days or less	-	-	-	-
02 9 days	-	-	-	-
03 10 days	2	22.2	3650	35.7
04 11 days	7	77.8	6576	64.3
05 12 days	-	-	-	-
06 13 days	-	-	-	-
07 14 days	-	-	-	-
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 9-02 Requirements to Qualify for Paid Holiday

00 No provision	3	33.3	1444	14.1
01 Minimum length of service	4	44.4	4700	46.0
02 Work on scheduled day before holiday	-	-	-	-
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	2	22.2	4082	39.9
05 Work scheduled either day before or day after holiday	-	-	-	-
06 Minimum length of service plus 2, 3, 4 or 5	-	-	-	-
07 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday				
00 No provision	4	44.4	2981	29.2
01 Less than 1 month	-	-	-	-
02 1 month	4	44.4	4700	46.0
03 2 months	-	-	-	-
04 More than 2 months	-	-	-	-
05 Designated number of shifts or hours	1	11.1	2545	24.9
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 9-04 Premium Rate on a Scheduled Holiday				
00 No provision	1	11.1	550	5.4
01 Another day off	-	-	-	-
02 1.5 x for hours worked plus holiday pay or another day off	4	44.4	6545	64.0
03 2x for hours worked plus holiday pay or another day off	4	44.4	3131	30.6
04 2.5 x for hours worked plus holiday pay or another day off	-	-	-	-
05 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 9-05 Paid Holiday Falling on Scheduled Day Off				
00 No provision	1	11.1	350	3.4
01 Another paid day off such as preceding Friday, or following Monday	6	66.7	9132	89.3
02 An extra day's pay	-	-	-	-
03 1 or 2	2	22.2	744	7.3
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 9-06 Paid Holiday Falling Within Vacation				
00 No provision	-	-	-	-
01 Another paid Day off	6	66.7	6226	60.9
02 Another day's pay	-	-	-	-
03 1 or 2	3	33.3	4000	39.1
04 Not granted	-	-	-	-
TOTAL	9	100.0	10226	100.0
SECTION 10- PAID ANNUAL VACATION				
FIELD 10-01 Vacation Entitlement During First Year of Employment				
00 No provision	1	11.1	150	1.5
01 Takes all of vacation earned for full year's service	1	11.1	2545	24.9
02 One week after six months	-	-	-	-
03 Graduated according to length of service	5	55.6	3331	32.6
04 Other	2	22.2	4200	41.1
TOTAL	9	100.0	10226	100.0

FIELD 10-02 Maximum Annual Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 2 weeks	-	-	-	-
02 3 weeks	-	-	-	-
03 4 weeks	-	-	-	-
04 5 weeks	2	22.2	2695	26.4
05 6 weeks	3	33.3	1494	14.6
06 7 weeks	4	44.4	6037	59.0
07 8 weeks and over	-	-	-	-
08 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 10-03 Years of Service for Three Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Minimum greater than three weeks	-	-	-	-
02 1 year	4	44.4	5226	51.1
03 2 years	3	33.3	4350	42.5
04 3 years	1	11.1	300	2.9
05 4 years	1	11.1	350	3.4
06 5 years	-	-	-	-
07 6 years	-	-	-	-
08 Not specified, cannot determine	-	-	-	-
09 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 10-04 Years of Service for Four Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	2	22.2	1687	16.5
06 Six Years	-	-	-	-
07 Seven Years	3	33.3	4750	46.5
08 Eight Years	3	33.3	3439	33.6
09 Nine Years	-	-	-	-
10 Ten Years	1	11.1	350	3.4
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	2	22.2	1687	16.5
11 Eleven Years	-	-	-	-
12 Twelve Years	4	44.4	5344	52.3
13 Thirteen Years	1	11.1	300	2.9
14 Fourteen Years	-	-	-	-
15 Fifteen Years	1	11.1	350	3.4
16 Sixten Years	-	-	-	-
17 Seventeen Years	1	11.1	2545	24.9
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	22.2	2695	26.4
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	1	11.1	1537	15.0
16 Sixten Years	-	-	-	-
17 Seventeen Years	2	22.2	4200	41.1
18 Eighteen Years	1	11.1	300	2.9
19 Nineteen Years	-	-	-	-
20 Twenty Years	3	33.3	1494	14.6
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	9	100.0	10226	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-07 Year of Service for Seven Weeks Paid Vacation				
00 No provision	5	55.6	4189	41.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	1	11.1	1537	15.0
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	2	22.2	4200	41.1
23 Twenty-Three Years	1	11.1	300	2.9
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 10-08 Year of Service for Eight Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	100.0	10226	100.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 10-09 Annual Vacation Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	350	3.4
01 Regular pay	3	33.3	2431	23.8
02 Percentage of yearly gross earnings	2	22.2	6045	59.1
03 1 or 2, whichever is greatest	2	22.2	850	8.3
04 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 10-10 Vacation Carry-Over

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	44.4	4700	46.0
01 With limitations	4	44.4	5226	51.1
02 Without limitations	-	-	-	-
03 Not allowed	1	11.1	300	2.9
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-11 Special Extended Vacations				
00 No provision	9	100.0	10226	100.0
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	-	-	-	-
03 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

SECTION 11- LEAVE OF ABSENCE PROVISIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-01 Bereavement Leave (Immediate Family)				
00 No provision	1	11.1	350	3.4
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	3	33.3	1400	13.7
04 4 days	-	-	-	-
05 5 days	3	33.3	6639	64.9
06 Leave varies depending on circumstances	2	22.2	1837	18.0
07 Leave mentioned, length not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 11-02 Leave for Court or Jury Duty				
00 No provision	1	11.1	350	3.4
01 Provision for employee to receive full regular pay	8	88.9	9876	96.6
02 Other (not specified or less than full regular pay)	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 11-03 Leave for Union Business Other than Handling of Grievances				
00 No provision	1	11.1	350	3.4
01 Paid leave	-	-	-	-
02 Unpaid leave	5	55.6	6081	59.5
03 Paid or unpaid leave - depends on circumstances	3	33.3	3795	37.1
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 11-04 Paid Leave: Marriage				
00 No provision	7	77.8	9082	88.8
01 Provision exists, but is not specified	-	-	-	-
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	2	22.2	1144	11.2
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 11-05 Eligibility for Maternity Leave				
00 No provision	7	77.8	9332	91.3
01 1 month's service	-	-	-	-
02 2 to 6 months' service	-	-	-	-
03 More than 6 months	1	11.1	300	2.9
04 Other	1	11.1	594	5.8
TOTAL	9	100.0	10226	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)				
00 No provision	2	22.2	500	4.9
01 17 weeks	1	11.1	300	2.9
02 18 weeks (or as per Employment Standards Act)	3	33.3	7582	74.1
03 19 - 25 weeks	1	11.1	550	5.4
04 26 weeks	2	22.2	1294	12.7
05 27 - 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	-	-	-	-
08 Other	-	-	-	-
TOTAL	**9**	**100.0**	**10226**	**100.0**
FIELD 11-07 Maternity Leave with Pay				
00 No provision	8	88.9	8689	85.0
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	1	11.1	1537	15.0
03 Leave of absence, no pay loss	-	-	-	-
04 Other	-	-	-	-
TOTAL	**9**	**100.0**	**10226**	**100.0**
FIELD 11-08 Seniority During Maternity Leave				
00 No provision	4	44.4	1500	14.7
01 Seniority retained	1	11.1	550	5.4
02 Seniority accumulated	3	33.3	4676	45.7
03 Not mentioned if seniority retained or accumulated	-	-	-	-
04 Seniority accumulated up to certain period, then retained	1	11.1	3500	34.2
05 Other	-	-	-	-
TOTAL	**9**	**100.0**	**10226**	**100.0**
FIELD 11-09 Paid Leave: Paternity				
00 No provision	7	77.8	6132	60.0
01 Not specific	-	-	-	-
02 1 day	1	11.1	594	5.8
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	1	11.1	3500	34.2
07 Other	-	-	-	-
TOTAL	**9**	**100.0**	**10226**	**100.0**
FIELD 11-10 Leave: Adoption				
00 No provision	4	44.4	1500	14.7
01 Paid leave	1	11.1	550	5.4
02 Unpaid leave	2	22.2	4082	39.9
03 Other	2	22.2	4094	40.0
TOTAL	**9**	**100.0**	**10226**	**100.0**
FIELD 11-11 Leave: Parental				
00 No provision	7	77.8	9376	91.7
01 With pay	-	-	-	-
02 Without pay	-	-	-	-
03 Other/Combination	2	22.2	850	8.3
TOTAL	**9**	**100.0**	**10226**	**100.0**

FIELD 11-12 Leave: Education

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	33.3	1200	11.7
01 Leave with full pay	-	-	-	-
02 Leave with partial pay	-	-	-	-
03 Leave without pay	2	22.2	2845	27.8
04 Leave provided, but not specified with or without pay	1	11.1	3500	34.2
05 Other	3	33.3	2681	26.2
TOTAL	9	100.0	10226	100.0

FIELD 11-13 Sick Family Member Care Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	66.7	7545	73.8
01 1 day	1	11.1	550	5.4
02 2 days	2	22.2	2131	20.8
03 3 days	-	-	-	-
04 4 days	-	-	-	-
05 5 days	-	-	-	-
06 Provided for, but deducted from sick leave	-	-	-	-
07 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	22.2	944	9.2
01 Employee totally responsible for contributions	1	11.1	550	5.4
02 Employee partly responsible (make up share of contribution during or after absence)	2	22.2	450	4.4
03 Employer totally responsible for contributions	-	-	-	-
04 Mentioned but not specified	1	11.1	700	6.8
05 Other	3	33.3	7582	74.1
TOTAL	9	100.0	10226	100.0

FIELD 11-15 Personal Leave of Absence (unpaid)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	350	3.4
01 Provision	8	88.9	9876	96.6
TOTAL	9	100.0	10226	100.0

SECTION 12- HEALTH AND WELFARE PROVISIONS

FIELD 12-01 Type of Health and Welfare Coverage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Health and welfare fund	-	-	-	-
02 Series of plans	9	100.0	10226	100.0
03 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 12-02 Service Requirement to Qualify for Health and Welfare

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	44.4	2537	24.8
01 Immediately on being employed	1	11.1	594	5.8
02 1 month	-	-	-	-
03 3 months	2	22.2	4200	41.1
04 6 months	-	-	-	-
05 1 year	-	-	-	-
06 Varies according to particular benefit	2	22.2	2895	28.3
07 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-03 Employer Contribution to Health and Welfare Fund				
00 No health and welfare fund	9	100.0	10226	100.0
01 Under $0.40	-	-	-	-
02 $0.40 - $0.49	-	-	-	-
03 $0.50 - $0.74	-	-	-	-
04 $0.75 - $0.99	-	-	-	-
05 $1.00 - $1.25	-	-	-	-
06 $1.26 and over	-	-	-	-
07 Fund mentioned but amount not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 12-04 Employer Contribution to Basic Health Plan				
00 Plan not mentioned in agreement	-	-	-	-
01 100% of premium	8	88.9	9876	96.6
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	1	11.1	350	3.4
09 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
10 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 12-05 Employer Contribution to Extended Health Plan				
00 Plan not mentioned in agreement	3	33.3	2037	19.9
01 100% of premium	6	66.7	8189	80.1
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
10 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 12-06 Type of Paid Sick Leave				
00 Plan not mentioned in agreement	1	11.1	550	5.4
01 Flat allowance (in time per month, year, etc.)	3	33.3	4232	41.4
02 Graduated allowance according to service	-	-	-	-
03 Short term illness or injury plan	2	22.2	944	9.2
04 Weekly indemnity plan	1	11.1	3500	34.2
05 Both sick leave and weekly indemnity plan	2	22.2	1000	9.8
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 12-07 Number of Days Paid Sick Leave Per Year

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	33.3	4444	43.5
01 1 to 6 days	2	22.2	1000	9.8
02 7 to 12 days	1	11.1	150	1.5
03 13 to 15 days	-	-	-	-
04 16 to 18 days	1	11.1	1537	15.0
05 19 or more days	-	-	-	-
06 Varies with length of service	1	11.1	2545	24.9
07 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	44.4	4994	48.8
01 30 days or less	1	11.1	150	1.5
02 31 days to 90 days	3	33.3	3545	34.7
03 91 days to 120 days	-	-	-	-
04 121 days to 150 days	-	-	-	-
05 151 days to 200 days	-	-	-	-
06 201 days to 250 days	-	-	-	-
07 More than 250 days	-	-	-	-
08 Unlimited accumulation	-	-	-	-
09 Other	1	11.1	1537	15.0
TOTAL	9	100.0	10226	100.0

FIELD 12-09 Conversion of Unused Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	44.4	6545	64.0
01 Annual conversion to cash or days off	-	-	-	-
02 Full conversion to cash or days off on retirement or termination	1	11.1	700	6.8
03 Partial conversion to cash or days off on retirement or termination	2	22.2	2131	20.8
04 Combination	1	11.1	300	2.9
05 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	55.6	5176	50.6
01 100% of premium	4	44.4	5050	49.4
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 12-11 Maximum Period of Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	55.6	5176	50.6
01 Less than 12 weeks	-	-	-	-
02 13 weeks	-	-	-	-
03 26 weeks	3	33.3	4500	44.0
04 39 weeks	-	-	-	-
05 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Other	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 12-12 Maximum Amount of Sickness Weekly Benefits

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	55.6	5176	50.6
01 $400 or less	-	-	-	-
02 $401 to $500	-	-	-	-
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	4	44.4	5050	49.4
06 Equal to maximum unemployment insurance benefit	-	-	-	-
07 Varies according to earnings	-	-	-	-
08 Plan mentioned, but amount not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 12-13 Long-Term Income Continuance Insurance Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Provision	9	100.0	10226	100.0
TOTAL	9	100.0	10226	100.0

FIELD 12-14 Employer Contribution to Life Insurance Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 100% of premium	7	77.8	8339	81.5
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	1	11.1	1537	15.0
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	1	11.1	350	3.4
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 12-15 Amount of Life Insurance Benefits

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	1	11.1	3500	34.2
03 $40,000 to $59,999	-	-	-	-
04 $60,000 to $74,999	1	11.1	594	5.8
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	5	55.6	5082	49.7
07 Plan mentioned but amount not specified	1	11.1	700	6.8
08 Health and Welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	1	11.1	350	3.4
TOTAL	9	100.0	10226	100.0

FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	44.4	5050	49.4
01 100% of premium	1	11.1	150	1.5
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	1	11.1	1537	15.0
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	2	22.2	944	9.2
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	1	11.1	2545	24.9
TOTAL	9	100.0	10226	100.0

FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	44.4	5050	49.4
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	-	-	-	-
03 $40,000 to $59,999	-	-	-	-
04 $60,000 to $74,999	1	11.1	594	5.8
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	2	22.2	1687	16.5
07 Plan mentioned but amount not specified	-	-	-	-
08 Health and Welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	2	22.2	2895	28.3
TOTAL	9	100.0	10226	100.0

FIELD 12-18 Employer Contribution to Dental Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 100% of premium	8	88.9	6726	65.8
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	1	11.1	3500	34.2
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 12-19 Type of Dental Work Covered

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Basic A	1	11.1	350	3.4
02 Basic and extended; A and B	-	-	-	-
03 Basic and orthodontics; A and C	-	-	-	-
04 Basic, extended and orthodontics; A, B and C	5	55.6	4539	44.4
05 Plan mentioned but details not specified	3	33.3	5337	52.2
06 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
07 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 12-20 Availability of Pension Fund/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	22.2	450	4.4
01 Provision	7	77.8	9776	95.6
TOTAL	9	100.0	10226	100.0

FIELD 12-21 Administration of Pension Funds/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	33.3	800	7.8
01 Union	2	22.2	4200	41.1
02 Management	-	-	-	-
03 Joint union/management administration	-	-	-	-
04 Administered by separate trustees	1	11.1	2545	24.9
05 Municipal/Provincial Government	3	33.3	2681	26.2
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 12-22 Retirement Age Practices

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	88.9	9676	94.6
01 Provision	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 12-23 Employer Contribution to RRSP

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	88.9	9876	96.6
01 Provision	1	11.1	350	3.4
TOTAL	9	100.0	10226	100.0

SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 Initial Presentation of Grievance to Management

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 By employee without union representative present	-	-	-	-
02 By employees with union representative	-	-	-	-
03 By employees choice of with or without union representative	5	55.6	2294	22.4
04 By union representative	-	-	-	-
05 By grievance committee	-	-	-	-
06 By written notice	4	44.4	7932	77.6
07 By one of several alternative procedures	-	-	-	-
08 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

FIELD 13-02 Length of Time to Initiate Grievance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	22.2	3800	37.2
01 72 hours or less	-	-	-	-
02 5 days	-	-	-	-
03 1 week	-	-	-	-
04 10 days	-	-	-	-
05 2 weeks	1	11.1	550	5.4
06 3 weeks	2	22.2	1687	16.5
07 1 month	2	22.2	3139	30.7
08 2 months	-	-	-	-
09 Varies by type of grievance	1	11.1	350	3.4
10 Other	1	11.1	700	6.8
TOTAL	9	100.0	10226	100.0

FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	44.4	2587	25.3
01 Provision	5	55.6	7639	74.7
TOTAL	9	100.0	10226	100.0

FIELD 13-04 Status Quo Ante in Discipline Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	88.9	9676	94.6
01 Provision	1	11.1	550	5.4
TOTAL	9	100.0	10226	100.0

FIELD 13-05 Clearing an Employee Record in Disciplinary Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	55.6	5694	55.7
01 Provision	4	44.4	4532	44.3
TOTAL	9	100.0	10226	100.0

FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	55.6	3331	32.6
01 Provision	4	44.4	6895	67.4
TOTAL	9	100.0	10225	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 Arbitration				
00 As required by legislation	-	-	-	-
01 Single arbitrator	1	11.1	2545	24.9
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	3	33.3	4400	43.0
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	5	55.6	3281	32.1
06 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 13-08 Officer Appointment by Labour Relations				
00 Not prohibited (or no mention)	7	77.8	9376	91.7
01 Specifically prohibited by the Agreement	2	22.2	850	8.3
TOTAL	9	100.0	10226	100.0
FIELD 13-09 Reference to Section 112 Labour Code, Share				
00 No provision	6	66.7	3631	35.5
01 Provision	3	33.3	6595	64.5
TOTAL	9	100.0	10226	100.0
SECTION 14- OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 Occupational Safety and Health				
00 No provision	3	33.3	2237	21.9
01 Joint safety committee	6	66.7	7989	78.1
02 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 14-02 Safety Committee Functions				
00 No safety committee provision	3	33.3	2237	21.9
01 Safety committee functions not specified	3	33.3	4550	44.5
02 Right to call special/emergency meetings	-	-	-	-
03 Right to initiate action on recommendations	1	11.1	2545	24.9
04 Right to undertake inspections	1	11.1	300	2.9
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	-	-	-	-
07 Combination of 2, 3 and 4	-	-	-	-
08 Other	1	11.1	594	5.8
TOTAL	9	100.0	10226	100.0
FIELD 14-03 Pay for Time Spent on Safety Committee				
00 No safety committee provision	3	33.3	2237	21.9
01 No provision for pay of safety committee	5	55.6	7395	72.3
02 Provision for pay of safety committee	1	11.1	594	5.8
TOTAL	9	100.0	10226	100.0
FIELD 14-04 Safety Equipment and Protective Clothing				
00 No provision	4	44.4	4550	44.5
01 Equipment supplied at no cost to employee	4	44.4	5376	52.6
02 Equipment supplied at some cost to employee	-	-	-	-
03 Monetary allowance provided for percentage of equipment, replacement at some cost	1	11.1	300	2.9
04 Other	-	-	-	-
TOTAL	9	100.0	10226	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 14-05 Right to Refuse Dangerous Working Conditions				
00 No provision	8	88.9	9632	94.2
01 Provision	1	11.1	594	5.8
TOTAL	9	100.0	10226	100.0
FIELD 14-06 Video Display Terminals				
00 No provision	6	66.7	5550	54.3
01 Pregnant employees right to be reassigned or take leave of absence	1	11.1	1537	15.0
02 Restriction on hours/rest breaks	-	-	-	-
03 Combination of 1 and 2	1	11.1	594	5.8
04 Other	1	11.1	2545	24.9
TOTAL	9	100.0	10226	100.0
FIELD 14-07 Employee Assistance Program				
00 No provision	5	55.6	2887	28.2
01 Provision	4	44.4	7339	71.8
TOTAL	9	100.0	10226	100.0
SECTION 15- MISCELLANEOUS PROVISIONS				
FIELD 15-01 Labour-Management Committee				
00 No provision	6	66.7	6537	63.9
01 Provision	3	33.3	3689	36.1
TOTAL	9	100.0	10226	100.0
FIELD 15-02 Sexual Harassment				
00 No provision	5	55.6	2887	28.2
01 Policy statement only	-	-	-	-
02 Policy and/or complaint procedure	4	44.4	7339	71.8
03 Mentioned but not specified	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 15-03 Day Care Facilities for Children of Employees				
00 No provision	9	100.0	10226	100.0
01 Provision	-	-	-	-
TOTAL	9	100.0	10226	100.0
FIELD 15-04 Job Evaluation Plan				
00 No provision	6	66.7	5550	54.3
01 Provision	3	33.3	4676	45.7
TOTAL	9	100.0	10226	100.0
FIELD 15-05 Moving Expenses or Allowance				
00 No provision	5	55.6	7395	72.3
01 Provision	4	44.4	2831	27.7
TOTAL	9	100.0	10226	100.0

FIELD 15-06 Work Clothing and/or Uniform Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	11.1	550	5.4
01 Provision	8	88.9	9676	94.6
TOTAL	9	100.0	10226	100.0

FIELD 15-07 Tool Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	44.4	3745	36.6
01 Provision	5	55.6	6481	63.4
TOTAL	9	100.0	10226	100.0

PART I: f
PUBLIC SERVICES

(24 agreements covering 59,265 employees)

Education
Health and Welfare Services

	PUBLIC SERVICES			
	AGREEMENTS NO.	%	EMPLOYEES NO.	%

SECTION 1- GENERAL INFORMATION

FIELD 1-01 Parties to Agreement

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 Single local - single employer	17	70.8	15235	25.7
01 Single local - multi-employer or employer's assoc.	7	29.2	44030	74.3
02 Multi-local (same union) and single employer	-	-	-	-
03 Multi-local (same union) and multi-employer or employer's association	-	-	-	-
04 Multi-union and single employer	-	-	-	-
05 Multi-union and multi-employer or employer's assoc.	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 1-02 Size of Bargaining Unit

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	3	12.5	477	0.8
02 200 - 499 employees	7	29.2	2313	3.9
03 500 - 999 employees	4	16.7	2731	4.6
04 1000 - 4999 employees	7	29.2	12917	21.8
05 5000 - 9999 employees	1	4.2	5000	8.4
06 10,000 or more employees	2	8.3	35827	60.5
TOTAL	24	100.0	59265	100.0

FIELD 1-03 Jurisdiction of Agreement

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 Provincial	24	100.0	59265	100.0
01 Federal	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 1-04 Sector

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 Private	1	4.2	192	0.3
01 Public	23	95.8	59073	99.7
TOTAL	24	100.0	59265	100.0

FIELD 1-05 Term of Agreement

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 1 year	-	-	-	-
01 More than 1 year, less than 2 years	-	-	-	-
02 2 years	13	54.2	48426	81.7
03 More than 2 years, less than 3 years	-	-	-	-
04 3 years	9	37.5	10517	17.7
05 More than 3 years	2	8.3	322	0.5
06 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 1-06 Expiry Date of Agreement

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 1st half of 1990 or earlier	3	12.5	5285	8.9
01 2nd half of 1990	1	4.2	315	0.5
02 1st half of 1991	7	29.2	41001	69.2
03 2nd half of 1991	5	20.8	2324	3.9
04 1st half of 1992	7	29.2	10240	17.3
05 2nd half of 1992	1	4.2	100	0.2
06 later than 1992	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 1-07 Geographical Breakdown

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 East & West Kootenays	1	4.2	100	0.2
01 Okanagan	1	4.2	491	0.8
02 Southern Interior	2	8.3	1888	3.2
03 Lower Coast & Lower Mainland	9	37.5	8452	14.3
04 Vancouver Island	3	12.5	1092	1.8
05 Central Interior	2	8.3	1285	2.2
06 Peace River	-	-	-	-
07 North West	-	-	-	-
08 Two or more Regions	6	25.0	45957	77.5
09 Inter-provincial	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 1-08 Existence of Continuation Clause

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No Provision	1	4.2	525	0.9
01 Agreement continues from year to year unless notice to terminate is provided	5	20.8	22208	37.5
02 Collective agreement continues during bargaining	6	25.0	1697	2.9
03 Collective agreement continues until strike or lockout	6	25.0	6547	11.0
04 1 and 2	1	4.2	2900	4.9
05 1 and 3	-	-	-	-
06 Other	5	20.8	25388	42.8
TOTAL	24	100.0	59265	100.0

SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 Management Rights Clause

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	4.2	1103	1.9
01 General statement of management rights	15	62.5	33233	56.1
02 Enumerated list of management rights - residual rights with management	8	33.3	24929	42.1
03 Enumerated list of management rights - residual rights not specified	-	-	-	-
04 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 2-02 Contracting Out

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	8	33.3	6467	10.9
01 Contracting out restricted to other union employees	-	-	-	-
02 Contracting out restricted - no displacement of present employees	13	54.2	50066	84.5
03 Contracting out restricted - payment of union wage rate required	-	-	-	-
04 Contracting out restricted (combination of 1, 2 and/or 3)	1	4.2	1532	2.6
05 Contracting out prohibited entirely	1	4.2	1100	1.9
06 Other	1	4.2	100	0.2
TOTAL	24	100.0	59265	100.0

FIELD 2-03 Union Security Clause

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 Closed shop	-	-	-	-
02 Union shop	12	50.0	30581	51.6
03 Modified union shop (compulsory membership for new employees)	11	45.8	27896	47.1
04 Maintenance of membership	1	4.2	788	1.3
05 Rand formula	-	-	-	-
06 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 2-04 Authorization of Dues Check-off

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	13	54.2	31369	52.9
03 Compulsory for all employees (not all employees must be union members)	10	41.7	27450	46.3
05 Compulsory for union members only	1	4.2	446	0.8
06 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	16.7	4571	7.7
01 Cross picket lines	19	79.2	54301	91.6
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	1	4.2	393	0.7
05 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

SECTION 3- SENIORITY

FIELD 3-01 Seniority Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Union hiring hall	-	-	-	-
02 Employer (plant, bargaining unit)	19	79.2	56550	95.4
03 Department (branch, division)	-	-	-	-
04 Craft (occupation)	-	-	-	-
05 Employer & department	2	8.3	507	0.9
06 Employer and craft	3	12.5	2208	3.7
07 Combination of the above	-	-	-	-
08 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 3-02 Length of Probationary Period

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	4.2	1100	1.9
01 1 calendar month	-	-	-	-
02 2 calendar months	1	4.2	292	0.5
03 3 calendar months	10	41.7	46567	78.6
04 6 calendar months	3	12.5	3873	6.5
05 30 working days	-	-	-	-
06 45 working days	1	4.2	308	0.5
07 60 working days	2	8.3	1203	2.0
08 240 working days	-	-	-	-
09 Other	6	25.0	5922	10.0
TOTAL	24	100.0	59265	100.0

FIELD 3-03 Seniority Determining Promotion

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	4.2	292	0.5
01 Straight seniority	-	-	-	-
02 Governs where qualifications are sufficient	5	20.8	3007	5.1
03 Governs where qualifications are equal	10	41.7	23208	39.2
04 Taken into account with other factors	4	16.7	26373	44.5
05 Other	4	16.7	6385	10.8
TOTAL	24	100.0	59265	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-04 Seniority Determining Layoff				
00 No provision	-	-	-	-
01 Straight seniority	5	20.8	6814	11.5
02 Governs where qualifications of the retained are sufficient	15	62.5	27886	47.1
03 Governs where qualifications are equal	2	8.3	5292	8.9
04 Taken into account with other factors	2	8.3	19273	32.5
05 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd				
00 No provision	1	4.2	192	0.3
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	-	-	-	-
03 72 hours	-	-	-	-
04 1 week	-	-	-	-
05 2 weeks	5	20.8	2203	3.7
06 1 month	10	41.7	28808	48.6
07 Graduated according to length of service	6	25.0	26386	44.5
08 Notice mentioned, length not specified	-	-	-	-
09 Other	2	8.3	1676	2.8
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 3-06 Recall Procedure				
00 No provision	-	-	-	-
01 Straight seniority	8	33.3	7606	12.8
02 Seniority governs where qualifications are sufficient	14	58.3	50688	85.5
03 Seniority governs where qualifications are equal	-	-	-	-
04 Seniority considered with other factors	1	4.2	446	0.8
05 Union hiring hall referral	-	-	-	-
06 Other	1	4.2	525	0.9
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 3-07 Loss of Seniority Recall Rights				
00 No provision	-	-	-	-
01 Failure to report when notified	1	4.2	17000	28.7
02 After specified period off work	2	8.3	4003	6.8
03 Either failure to report or after a specified period off work	21	87.5	38262	64.6
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 3-08 Retention of Seniority during Layoff				
00 No provision	-	-	-	-
01 Less than 6 months	-	-	-	-
02 6 months	2	8.3	699	1.2
03 7 to 12 months	-	-	-	-
04 12 months	15	62.5	31888	53.8
05 More than 12 months up to and including 24 months	2	8.3	3293	5.6
06 More than 24 months	4	16.7	6385	10.8
07 Graduated according to length of service	-	-	-	-
08 Not specified or indefinite	1	4.2	17000	28.7
09 Seniority lost on layoff	-	-	-	-
10 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 3-09 Retention of Seniority During Illness or Injury

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	6	25.0	2386	4.0
01 Up to 12 months	3	12.5	4213	7.1
02 12 - 24 months	-	-	-	-
04 Varies by type of incapacitation	3	12.5	8285	14.0
05 Other	10	41.7	42749	72.1
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 3-10 Seniority on Transfer from Bargaining Unit

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	13	54.2	34621	58.4
01 Seniority lost on transfer	-	-	-	-
02 Seniority retained for a specific period onl	6	25.0	19009	32.1
03 Seniority retained indefinitely	5	20.8	5635	9.5
04 Varies depending on circumstances of transfe	-	-	-	-
05 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	23	95.8	58774	99.2
01 For union officials	-	-	-	-
02 Special skills, apprentices	1	4.2	491	0.8
03 Combination of alternatives	-	-	-	-
04 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 4- JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 Job Posting

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	8.3	1353	2.3
01 Provision	22	91.7	57912	97.7
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	20	83.3	57440	96.9
01 Older workers	-	-	-	-
02 Disabled workers	2	8.3	546	0.9
03 Combination of older and disabled workers	2	8.3	1279	2.2
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 4-03 Limitation of Part-Time Workers, Trainees

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	19	79.2	54877	92.6
01 Provision	5	20.8	4388	7.4
TOTAL	**24**	**100.0**	**59265**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-04 Training or Retraining (Other than Technological Change)				
00 No provision	3	12.5	893	1.5
01 Apprenticeship	-	-	-	-
02 Company provides on-the-job training experiences	1	4.2	1532	2.6
03 Company sponsors off-premises training programs	7	29.2	4666	7.9
04 1 and 2	-	-	-	-
05 1 and 3	-	-	-	-
06 2 and 3	8	33.3	25044	42.3
07 1, 2 and 3	1	4.2	100	0.2
08 Training at employee initiative - company may or may not reimburse	1	4.2	5000	8.4
09 Labour and management training program	2	8.3	20927	35.3
10 Other	1	4.2	1103	1.9
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 4-05 Journeyman-Apprentice Ratio				
00 No provision	22	91.7	40338	68.1
01 Maximum 1 apprentice for each journeyman	-	-	-	-
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	-	-	-	-
05 Maximum 1 apprentice for each 5 journeymen	-	-	-	-
06 Maximum 1 apprentice for each 6 or more journeymen	-	-	-	-
07 Not specified	2	8.3	18927	31.9
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing				
00 No provision	22	91.7	58432	98.6
01 Reduction in normal hours of work	1	4.2	308	0.5
02 Change in type of work	-	-	-	-
03 Combination of 1 and 2	1	4.2	525	0.9
04 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 4-07 Rate on Temporary Reassignment				
00 No provision	8	33.3	12810	21.6
01 Regular rate of employee	-	-	-	-
02 Rate of temporary job or regular job whichever is greater	13	54.2	45494	76.8
03 Rate of temporary job	3	12.5	961	1.6
04 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 4-08 Guaranteed Employment or Earnings				
00 No provision	24	100.0	59265	100.0
01 Daily guarantee for some or all employees	-	-	-	-
02 Weekly guarantee for some or all employees	-	-	-	-
03 Monthly guarantee for some or all employees	-	-	-	-
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 4-09 Moonlighting

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	24	100.0	59265	100.0
01 Prohibited	-	-	-	-
02 Permitted - with restrictions	-	-	-	-
03 Permitted - without restrictions	-	-	-	-
04 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 4-10 Classification of Newly-Created Jobs

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	20.8	7655	12.9
01 Union-management consultation only	4	16.7	1984	3.3
02 Arbitration if consultation fails	15	62.5	49626	83.7
03 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

SECTION 5- TECHNOLOGICAL CHANGE

FIELD 5-01 Technological Change, Advance Notice

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	10	41.7	6779	11.4
01 Less than 3 months	2	8.3	17100	28.9
02 3 months	8	33.3	8356	14.1
03 6 months	-	-	-	-
04 More than 6 months	-	-	-	-
05 Notice mentioned - time not specified	4	16.7	27030	45.6
06 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 5-02 Consultation in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	41.7	22191	37.4
01 Consultation via special labour-management committee	5	20.8	23591	39.8
02 Consultation - details unspecified	8	33.3	11951	20.2
03 Other	1	4.2	1532	2.6
TOTAL	24	100.0	59265	100.0

FIELD 5-03 Arbitration of Technological Change Disputes

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	70.8	51963	87.7
01 Provision	7	29.2	7302	12.3
TOTAL	24	100.0	59265	100.0

FIELD 5-04 Technological Change: Employment Security

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	37.5	5680	9.6
01 Straight layoff	-	-	-	-
02 Layoff with severance pay or S.U.B.	6	25.0	10503	17.7
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	1	4.2	315	0.5
05 Combination	3	12.5	37927	64.0
06 No reduction in total number of employees	2	8.3	3491	5.9
07 Other	3	12.5	1349	2.3
TOTAL	24	100.0	59265	100.0

FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	83.3	31750	53.6
01 Less than 1 year	1	4.2	2900	4.9
02 1 year	-	-	-	-
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 4 years	-	-	-	-
06 5 years	1	4.2	788	1.3
07 10 years	2	8.3	23827	40.2
08 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 5-06 Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	62.5	12147	20.5
01 One week's pay per year of service	3	12.5	1413	2.4
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	-	-	-	-
03 Varies according to length of service	2	8.3	3346	5.6
04 Flat amount (ie. $50/year, or $500 on termination etc.)	-	-	-	-
05 Other	4	16.7	42359	71.5
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 5-07 Maximum Amount of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	58.3	10047	17.0
01 Less than 20 weeks' pay	3	12.5	7057	11.9
02 20 - 25 weeks' pay	4	16.7	36715	62.0
03 26 - 29 weeks' pay	1	4.2	2900	4.9
04 30 - 51 weeks' pay	1	4.2	2100	3.5
05 52 weeks' pay or more	-	-	-	-
06 No maximum	1	4.2	446	0.8
07 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 5-08 Technological Change: Notice of Permanent Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	75.0	18493	31.2
01 Less than 3 months	2	8.3	17788	30.0
02 3 months or mores, less than 6 months	1	4.2	1532	2.6
03 6 months or more, less than 1 year	-	-	-	-
04 Mentioned, not specified	2	8.3	19352	32.7
05 By length of service	1	4.2	2100	3.5
06 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 5-09 Options for Employees Retained

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	37.5	5680	9.6
01 Opportunity to be trained or retrained	8	33.3	9542	16.1
02 Maintenance of current wage rate if required to move to lower graded job	1	4.2	17000	28.7
03 Guarantee of only slightly lower pay if moved to lower graded job	2	8.3	2591	4.4
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	4	16.7	24452	41.3
06 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-10 Training in Relation to Technological Change				
00 No provision	13	54.2	30271	51.1
01 Company program	3	12.5	4213	7.1
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	1	4.2	18827	31.8
04 Training or retraining mentioned but not specified	7	29.2	5954	10.0
05 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 5-11 Technological Change: Reopener				
00 No provision	24	100.0	59265	100.0
01 Provision	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 5-12 Technological Change: Relocation Allowance				
00 No provision	24	100.0	59265	100.0
01 Employer pays full cost	-	-	-	-
02 Employer pays percentage of cost	-	-	-	-
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act				
00 No provision	23	95.8	58740	99.1
01 Provision	1	4.2	525	0.9
TOTAL	**24**	**100.0**	**59265**	**100.0**
SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS				
FIELD 6-01 Frequency of Deferred Wage Increases				
00 No wage adjustment deferred during life of agreement	-	-	-	-
01 Wage adjustment every six months	11	45.8	11731	19.8
02 Wage adjustment yearly	5	20.8	3363	5.7
03 Irregularly scheduled wage increases	8	33.3	44171	74.5
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 6-02 Other Wage Adjustments				
00 No provision	23	95.8	56365	95.1
01 Date specified, amount determined later	-	-	-	-
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	1	4.2	2900	4.9
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 6-03 Severance Pay				
00 No provision	6	25.0	1847	3.1
01 Severance pay plan	17	70.8	56630	95.6
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	1	4.2	788	1.3
04 Plan exists: no details	-	-	-	-
05 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 6-04 Supplementary Unemployment Benefits				
00 No provision	23	95.8	58165	98.1
01 Provision	1	4.2	1100	1.9
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	9	37.5	2691	4.5
01 Less than one year	3	12.5	21432	36.2
02 1 year	6	25.0	7796	13.2
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 5 years	1	4.2	788	1.3
06 10 years	3	12.5	25927	43.7
07 Other	2	8.3	631	1.1
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 6-06 Accumulation of Severance Pay				
00 No provision	6	25.0	1847	3.1
01 1 day's pay per year of service	1	4.2	100	0.2
02 1 week's pay per year of service	3	12.5	1532	2.6
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	1	4.2	446	0.8
04 Varies according to length of service	5	20.8	7735	13.1
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	8	33.3	47605	80.3
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 6-07 Maximum Accumulation of Severance Pay				
00 No provision	7	29.2	2338	3.9
01 Less than 20 weeks' pay	1	4.2	1532	2.6
02 20 weeks' pay	5	20.8	43715	73.8
03 21 - 25 weeks' pay	1	4.2	253	0.4
04 26 - 29 weeks' pay	2	8.3	4003	6.8
05 30 - 52 weeks' pay	4	16.7	5508	9.3
06 No maximum	2	8.3	546	0.9
07 Other	2	8.3	1370	2.3
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 6-08 COLA				
00 No provision	24	100.0	59265	100.0
01 Provision exists and is effective during agreement	-	-	-	-
02 Provision exists and is to be implemented at a later date	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 6-09 COLA: Frequency				
00 No provision	24	100.0	59265	100.0
01 Automatic monthly adjustment	-	-	-	-
02 Automatic quarterly adjustment	-	-	-	-
03 Automatic semi-annually adjustment	-	-	-	-
04 Automatic annual adjustment	-	-	-	-
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	-	-	-	-
07 Review at irregular intervals	-	-	-	-
08 Cannot determine	-	-	-	-
09 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 7- REGULAR HOURS AND DAYS OF WORK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-01 Normal Daily Work Hours - Non-Office Employees				
00 No provision			6385	12.6
01 Office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			240	0.5
04 7 1/4 hours			-	-
05 7 1/2 hours			39068	76.8
06 7 3/4 hours			-	-
07 8 hours			2244	4.4
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			2900	5.7
TOTAL			50837	100.0
FIELD 7-02 Normal Daily Work Hours - Office Employees				
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			4052	48.1
04 7 1/4 hours			-	-
05 7 1/2 hours			4376	51.9
06 7 3/4 hours			-	-
07 8 hours			-	-
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			8428	100.0
FIELD 7-03 Normal Weekly Work Days - Non-Office Employees				
00 No provision			6385	12.6
01 Office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			41552	81.7
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			2900	5.7
TOTAL			50837	100.0
FIELD 7-04 Normal Weekly Work Days - Office Employees				
00 No provision			-	-
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			8428	100.0
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			8428	100.0

FIELD 7-05 Normal Weekly Work Hours - Non-office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			6385	12.6
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			240	0.5
04 37.5 hours			39068	76.8
05 40 hours			2244	4.4
06 More than 40 hours			-	-
07 Other			2900	5.7
TOTAL			50837	100.0

FIELD 7-06 Normal Weekly Work Hours - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			4052	48.1
04 37.5 hours			4376	51.9
05 40 hours			-	-
06 More than 40 hours			-	-
07 Other			-	-
TOTAL			8428	100.0

FIELD 7-07 Days Off Per Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	16.7	6385	10.8
01 2 Days (consecutive)	16	66.7	49051	82.8
02 2 days (not consecutive)	2	8.3	799	1.3
03 3 days (consecutive)	-	-	-	-
04 3 days (not consecutive)	-	-	-	-
05 4 days	-	-	-	-
06 Varied for continuous or non-continuous operations	1	4.2	130	0.2
07 Other	1	4.2	2900	4.9
TOTAL	24	100.0	59265	100.0

FIELD 7-08 Reporting Pay - Work Not Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	50.0	27977	47.2
01 2 hours' pay (or Employment Standards Act)	12	50.0	31288	52.8
02 3 hours' pay	-	-	-	-
03 4 hours' pay	-	-	-	-
04 Full shift's pay	-	-	-	-
05 Other (includes no provision)	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 7-09 Reporting Pay - Work Has Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	45.8	27924	47.1
01 4 hours' pay (or Employment Standards Act)	11	45.8	31019	52.3
02 More than 4 hours' pay but less than full shift's pay	-	-	-	-
03 Full shift's pay	-	-	-	-
04 Other	2	8.3	322	0.5
TOTAL	24	100.0	59265	100.0

FIELD 7-10 Paid Rest Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	20.8	9285	15.7
01 2 for a total of 20 minutes	2	8.3	507	0.9
02 2 for a total of 30 minutes	16	66.7	49343	83.3
03 2 for a total of 40 minutes	-	-	-	-
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	1	4.2	130	0.2
06 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.				
00 No provision	14	58.3	12185	20.6
01 Less than one day (24 hours)	2	8.3	1628	2.7
02 One day (24 hours)	1	4.2	308	0.5
03 More than one day, less than 3	1	4.2	292	0.5
04 3 days to less than 7	1	4.2	1532	2.6
05 7 to 14 days	5	20.8	43320	73.1
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 7-12 Portal-to-Portal				
00 No provision	24	100.0	59265	100.0
01 Provision	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods				
00 No provision	24	100.0	59265	100.0
01 Provision	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 7-14 Flexible Starting/Quitting Hours				
00 No provision	24	100.0	59265	100.0
01 Provision	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 7-15 Compressed Work Week				
00 No provision	18	75.0	31862	53.8
01 3 day week in progress	-	-	-	-
02 4 day week in progress	-	-	-	-
03 Alternating 4, 5, in progress	-	-	-	-
04 To commence during term of agreement	1	4.2	5000	8.4
05 Under study	-	-	-	-
06 Other	5	20.8	22403	37.8
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 8- OVERTIME AND PREMIUM PAY

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-01 Overtime Rate after Normal Daily Work Hours				
00 1.5 x	-	-	-	-
01 1.5 x for 1 hour, then 2 x	-	-	-	-
02 1.5 x for 2 hours, then 2 x	6	25.0	23103	39.0
03 1.5 x for 3 hours, then 2 x	9	37.5	26606	44.9
04 1.5 x for 4 hours, then 2 x	1	4.2	315	0.5
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	4	16.7	2856	4.8
07 Other	4	16.7	6385	10.8
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-02 Overtime Rate after Normal Weekly Work Hours

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 1.5 x	2	8.3	322	0.5
01 1.5 x for 1 hour, then 2 x	1	4.2	100	0.2
02 1.5 x for 2 hours, then 2 x	4	16.7	22215	37.5
03 1.5 x for 3 hours, then 2 x	4	16.7	3838	6.5
04 1.5 x for 4 hours, then 2 x	1	4.2	315	0.5
05 1.5 x for 8 hours, then 2 x	2	8.3	22000	37.1
06 2 x	5	20.8	3302	5.6
07 Other	5	20.8	7173	12.1
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	4	16.7	6538	11.0
01 1.5 x	3	12.5	3222	5.4
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	1	4.2	788	1.3
04 1.5 x for 3 hours, then 2 x	2	8.3	17393	29.3
05 1.5 x for 4 hours, then 2 x	3	12.5	707	1.2
06 2 x	8	33.3	25332	42.7
07 Other	3	12.5	5285	8.9
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	6	25.0	10638	17.9
01 1.5 x	1	4.2	2900	4.9
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	1	4.2	100	0.2
05 2 x	13	54.2	27049	45.6
06 3 x	1	4.2	393	0.7
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	2	8.3	18185	30.7
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-05 Overtime Compensation

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	4	16.7	6385	10.8
01 Pay only	3	12.5	8293	14.0
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	16	66.7	43484	73.4
04 Other	1	4.2	1103	1.9
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-06 Right to Refuse Overtime

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	14	58.3	17256	29.1
01 Right to refuse	4	16.7	3468	5.9
02 No right to refuse	-	-	-	-
03 Overtime compulsory in cases of emergency	6	25.0	38541	65.0
04 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-07 Distribution of Overtime

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	19	79.2	55639	93.9
01 Based on seniority	-	-	-	-
02 Shared among all employees	5	20.8	3626	6.1
03 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday				
00 No provision	15	62.5	14716	24.8
01 No premium rate for regular Saturday work (ie. straight time)	2	8.3	638	1.1
02 1.5 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	1	4.2	17000	28.7
06 Flat amount per hour or day	6	25.0	26911	45.4
07 Percentage of regular rate	-	-	-	-
08 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0
FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday				
00 No provision	15	62.5	14584	24.6
01 No premium rate for regular Sunday work (ie. straight time)	2	8.3	638	1.1
02 1.5 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	-	-	-	-
06 Flat amount per hour or day	7	29.2	44043	74.3
07 Percentage of regular rate	-	-	-	-
08 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0
FIELD 8-10 Call-in (Call-Back) Pay Guarantee				
00 No provision	6	25.0	6707	11.3
01 Minimum of 2 hours a straight time	1	4.2	185	0.3
02 Minimum of 3 hours at straight time	-	-	-	-
03 Minimum of 4 hours at straight time	1	4.2	100	0.2
04 More than 4 hours pay at straight time	-	-	-	-
05 Minimum of 2 hours at overtime rate	11	45.8	46670	78.7
06 Minimum of 3 hours at overtime rate	1	4.2	2900	4.9
07 Minimum of 4 hours at overtime rate	3	12.5	2310	3.9
08 More than 4 hours' pay at overtime rate	-	-	-	-
09 Overtime rate, no minimum guarantee	-	-	-	-
10 1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11 2 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
12 Other	1	4.2	393	0.7
TOTAL	24	100.0	59265	100.0
FIELD 8-11 Paid Meal Period				
00 No provision	18	75.0	30178	50.9
01 On overtime, call-in, holiday work, etc.	6	25.0	29087	49.1
02 On designated shifts	-	-	-	-
03 1 and 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0
FIELD 8-12 Meal Allowance on Overtime or Call-in				
00 No provision	18	75.0	36164	61.0
01 Less than $5.00	-	-	-	-
02 $5.00 - $5.99	-	-	-	-
03 $6.00 - $6.99	-	-	-	-
04 $7.00 - $7.99	3	12.5	21373	36.1
05 $8.00 and more	1	4.2	1103	1.9
06 Meal provided	2	8.3	625	1.1
07 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	75.0	54610	92.1
01 1.5 x	2	8.3	568	1.0
02 1.5 x followed by a higher rate	-	-	-	-
03 2 x	2	8.3	1594	2.7
04 Flat amount	-	-	-	-
05 Other	2	8.3	2493	4.2
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-14 Stand-by Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	75.0	14710	24.8
01 Provision	6	25.0	44555	75.2
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	23	95.8	59012	99.6
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	-	-	-	-
02 Flat amount per hour in addition or regular wages	1	4.2	253	0.4
03 Percentage of regular rate	-	-	-	-
04 Reduced shift	-	-	-	-
05 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-16 Second Shift Premium

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	37.5	10100	17.0
01 Under $0.30	2	8.3	646	1.1
02 $0.30 - $0.49	1	4.2	100	0.2
03 $0.50 - $0.69	5	20.8	3651	6.2
04 $0.70 - $0.89	3	12.5	37927	64.0
05 $0.90 and over	1	4.2	5000	8.4
06 1/2 hour's pay per shift	-	-	-	-
07 1 hour's pay per shift	-	-	-	-
08 Percentage of hourly wage rate	3	12.5	1841	3.1
09 Flat amount per shift	-	-	-	-
10 Flat amount per shift plus hourly differential	-	-	-	-
11 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-17 Third Shift Premium

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	41.7	10353	17.5
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	2	8.3	493	0.8
03 $0.50 - $0.69	2	8.3	1103	1.9
04 $0.70 - $0.89	2	8.3	2023	3.4
05 $0.90 - $1.24	5	20.8	43452	73.3
06 $1.25 and over	-	-	-	-
07 1/2 hour's pay per shift	-	-	-	-
08 1 hour's pay per shift	-	-	-	-
09 2 hour's pay per shift	-	-	-	-
10 Percentage of hourly wage rate	3	12.5	1841	3.1
11 Flat amount per shift	-	-	-	-
12 Flat amount per shift plus hourly differential	-	-	-	-
13 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-18 Split Shift Premium

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	14	58.3	17171	29.0
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	1	4.2	788	1.3
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	-	-	-	-
07 Flat amount per shift	1	4.2	253	0.4
08 Percentage of hourly wage rate	-	-	-	-
09 Split shift prohibited	6	25.0	40430	68.2
10 Other	2	8.3	623	1.1
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-19 Mileage Allowance for Use of Private Car

00 No Provision	8	33.3	6898	11.6
01 Provision	16	66.7	52367	88.4
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 8-20 Isolation/Northern Allowance

00 No provision	20	83.3	17338	29.3
01 Provision	4	16.7	41927	70.7
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 9- PAID HOLIDAYS

FIELD 9-01 Number of Paid (Statutory and Floating per Year)

00 No provision	3	12.5	5285	8.9
01 8 days or less	-	-	-	-
02 9 days	1	4.2	1100	1.9
03 10 days	1	4.2	192	0.3
04 11 days	18	75.0	52588	88.7
05 12 days	1	4.2	100	0.2
06 13 days	-	-	-	-
07 14 days	-	-	-	-
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 9-02 Requirements to Qualify for Paid Holiday

00 No provision	13	54.2	50824	85.8
01 Minimum length of service	7	29.2	7381	12.5
02 Work on scheduled day before holiday	1	4.2	446	0.8
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	-	-	-	-
05 Work scheduled either day before or day after holiday	-	-	-	-
06 Minimum length of service plus 2, 3, 4 or 5	3	12.5	614	1.0
07 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday				
00 No provision	13	54.2	50824	85.8
01 Less than 1 month	8	33.3	4253	7.2
02 1 month	2	8.3	1288	2.2
03 2 months	-	-	-	-
04 More than 2 months	1	4.2	2900	4.9
05 Designated number of shifts or hours	-	-	-	-
06 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0
FIELD 9-04 Premium Rate on a Scheduled Holiday				
00 No provision	6	25.0	7741	13.1
01 Another day off	1	4.2	100	0.2
02 1.5 x for hours worked plus holiday pay or another day off	5	20.8	19868	33.5
03 2x for hours worked plus holiday pay or another day off	11	45.8	12729	21.5
04 2.5 x for hours worked plus holiday pay or another day off	-	-	-	-
05 Other	1	4.2	18827	31.8
TOTAL	24	100.0	59265	100.0
FIELD 9-05 Paid Holiday Falling on Scheduled Day Off				
00 No provision	5	20.8	6638	11.2
01 Another paid day off such as preceding Friday, or following Monday	15	62.5	27505	46.4
02 An extra day's pay	2	8.3	5192	8.8
03 1 or 2	-	-	-	-
04 Other	2	8.3	19930	33.6
TOTAL	24	100.0	59265	100.0
FIELD 9-06 Paid Holiday Falling Within Vacation				
00 No provision	8	33.3	7479	12.6
01 Another paid Day off	15	62.5	51494	86.9
02 Another day's pay	1	4.2	292	0.5
03 1 or 2	-	-	-	-
04 Not granted	-	-	-	-
TOTAL	24	100.0	59265	100.0

SECTION 10- PAID ANNUAL VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-01 Vacation Entitlement During First Year of Employment				
00 No provision	8	33.3	7392	12.5
01 Takes all of vacation earned for full year's service	-	-	-	-
02 One week after six months	-	-	-	-
03 Graduated according to length of service	15	62.5	46873	79.1
04 Other	1	4.2	5000	8.4
TOTAL	24	100.0	59265	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-02 Maximum Annual Paid Vacation				
00 No provision	4	16.7	6385	10.8
01 2 weeks	-	-	-	-
02 3 weeks	-	-	-	-
03 4 weeks	2	8.3	322	0.5
04 5 weeks	2	8.3	631	1.1
05 6 weeks	9	37.5	7091	12.0
06 7 weeks	1	4.2	1103	1.9
07 8 weeks and over	4	16.7	38418	64.8
08 Other	2	8.3	5315	9.0
TOTAL	24	100.0	59265	100.0
FIELD 10-03 Years of Service for Three Weeks Paid Vacation				
00 No provision	4	16.7	6385	10.8
01 Minimum greater than three weeks	5	20.8	45827	77.3
02 1 year	11	45.8	5336	9.0
03 2 years	3	12.5	1425	2.4
04 3 years	1	4.2	292	0.5
05 4 years	-	-	-	-
06 5 years	-	-	-	-
07 6 years	-	-	-	-
08 Not specified, cannot determine	-	-	-	-
09 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0
FIELD 10-04 Years of Service for Four Weeks Paid Vacation				
00 No provision	4	16.7	6385	10.8
01 One year of service	5	20.8	45827	77.3
02 Two Years	-	-	-	-
03 Three Years	1	4.2	185	0.3
04 Four Years	1	4.2	1532	2.6
05 Five Years	2	8.3	1016	1.7
06 Six Years	4	16.7	1888	3.2
07 Seven Years	5	20.8	1809	3.1
08 Eight Years	-	-	-	-
09 Nine Years	1	4.2	315	0.5
10 Ten Years	1	4.2	308	0.5
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	6	25.0	6707	11.3
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	2	8.3	4432	7.5
08 Eight Years	2	8.3	2625	4.4
09 Nine Years	3	12.5	40827	68.9
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	3	12.5	939	1.6
13 Thirteen Years	2	8.3	783	1.3
14 Fourteen Years	3	12.5	1664	2.8
15 Fifteen Years	2	8.3	973	1.6
16 Sixten Years	-	-	-	-
17 Seventeen Years	1	4.2	315	0.5
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	8	33.3	7338	12.4
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	1	4.2	2900	4.9
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	1	4.2	2100	3.5
14 Fourteen Years	3	12.5	40827	68.9
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	1	4.2	1532	2.6
18 Eighteen Years	1	4.2	1103	1.9
19 Nineteen Years	2	8.3	1016	1.7
20 Twenty Years	2	8.3	408	0.7
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	1	4.2	292	0.5
23 Twenty-Three Years	2	8.3	1041	1.8
24 Twenty-Four Years	1	4.2	393	0.7
25 Twenty-Five Years	1	4.2	315	0.5
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 10-07 Year of Service for Seven Weeks Paid Vacation	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	75.0	14744	24.9
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	1	4.2	2100	3.5
19 Nineteen Years	3	12.5	40827	68.9
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	2	8.3	1594	2.7
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 10-08 Year of Service for Eight Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	19	79.2	15847	26.7
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	4.2	2100	3.5
24 Twenty-Four Years	3	12.5	40827	68.9
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	1	4.2	491	0.8
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 10-09 Annual Vacation Pay

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	7	29.2	25973	43.8
01 Regular pay	8	33.3	27763	46.8
02 Percentage of yearly gross earnings	5	20.8	1230	2.1
03 1 or 2, whichever is greatest	2	8.3	1411	2.4
04 Other	2	8.3	2888	4.9
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 10-10 Vacation Carry-Over

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	13	54.2	51783	87.4
01 With limitations	7	29.2	4206	7.1
02 Without limitations	-	-	-	-
03 Not allowed	4	16.7	3276	5.5
04 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 10-11 Special Extended Vacations

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	62.5	14984	25.3
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	8	33.3	44096	74.4
03 Other	1	4.2	185	0.3
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 11- LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 Bereavement Leave (Immediate Family)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	4.2	1100	1.9
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	12	50.0	47927	80.9
04 4 days	1	4.2	2100	3.5
05 5 days	9	37.5	5238	8.8
06 Leave varies depending on circumstances	1	4.2	2900	4.9
07 Leave mentioned, length not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 11-02 Leave for Court or Jury Duty

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	12.5	731	1.2
01 Provision for employee to receive full regular pay	21	87.5	58534	98.8
02 Other (not specified or less than full regular pay)	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 11-03 Leave for Union Business Other than Handling of Grievances

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	12.5	3655	6.2
01 Paid leave	2	8.3	1041	1.8
02 Unpaid leave	5	20.8	28223	47.6
03 Paid or unpaid leave - depends on circumstances	14	58.3	26346	44.5
04 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 11-04 Paid Leave: Marriage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	83.3	30438	51.4
01 Provision exists, but is not specified	-	-	-	-
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	1	4.2	2900	4.9
05 4 days	-	-	-	-
06 5 days	3	12.5	25927	43.7
07 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 11-05 Eligibility for Maternity Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	83.3	55255	93.2
01 1 month's service	-	-	-	-
02 2 to 6 months' service	3	12.5	3222	5.4
03 More than 6 months	-	-	-	-
04 Other	1	4.2	788	1.3
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 17 weeks	-	-	-	-
02 18 weeks (or as per Employment Standards Act)	9	37.5	10283	17.4
03 19 - 25 weeks	-	-	-	-
04 26 weeks	8	33.3	4523	7.6
05 27 - 52 weeks	6	25.0	43671	73.7
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	1	4.2	788	1.3
08 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 11-07 Maternity Leave with Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	83.3	37018	62.5
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	1	4.2	18827	31.8
03 Leave of absence, no pay loss	-	-	-	-
04 Other	3	12.5	3420	5.8
TOTAL	24	100.0	59265	100.0

FIELD 11-08 Seniority During Maternity Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	8.3	699	1.2
01 Seniority retained	5	20.8	21740	36.7
02 Seniority accumulated	11	45.8	15036	25.4
03 Not mentioned if seniority retained or accumulated	3	12.5	2470	4.2
04 Seniority accumulated up to certain period, then retained	2	8.3	18532	31.3
05 Other	1	4.2	788	1.3
TOTAL	24	100.0	59265	100.0

FIELD 11-09 Paid Leave: Paternity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	13	54.2	25223	42.6
01 Not specific	-	-	-	-
02 1 day	6	25.0	29900	50.5
03 2 days	5	20.8	4142	7.0
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 11-10 Leave: Adoption

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	12.5	1176	2.0
01 Paid leave	2	8.3	2285	3.9
02 Unpaid leave	13	54.2	27089	45.7
03 Other	6	25.0	28715	48.5
TOTAL	24	100.0	59265	100.0

FIELD 11-11 Leave: Parental

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	83.3	52880	89.2
01 With pay	-	-	-	-
02 Without pay	4	16.7	6385	10.8
03 Other/Combination	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 11-12 Leave: Education

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	25.0	20379	34.4
01 Leave with full pay	5	20.8	8614	14.5
02 Leave with partial pay	1	4.2	17000	28.7
03 Leave without pay	5	20.8	5588	9.4
04 Leave provided, but not specified with or without pay	1	4.2	1103	1.9
05 Other	6	25.0	6581	11.1
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 11-13 Sick Family Member Care Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	41.7	20438	34.5
01 1 day	1	4.2	2900	4.9
02 2 days	4	16.7	27030	45.6
03 3 days	3	12.5	4493	7.6
04 4 days	-	-	-	-
05 5 days	1	4.2	1100	1.9
06 Provided for, but deducted from sick leave	3	12.5	2025	3.4
07 Other	2	8.3	1279	2.2
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	20.8	2478	4.2
01 Employee totally responsible for contributions	2	8.3	646	1.1
02 Employee partly responsible (make up share of contribution during or after absence)	7	29.2	2479	4.2
03 Employer totally responsible for contributions	-	-	-	-
04 Mentioned but not specified	3	12.5	22930	38.7
05 Other	7	29.2	30732	51.9
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 11-15 Personal Leave of Absence (unpaid)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	4.2	253	0.4
01 Provision	23	95.8	59012	99.6
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 12- HEALTH AND WELFARE PROVISIONS

FIELD 12-01 Type of Health and Welfare Coverage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	4.2	788	1.3
01 Health and welfare fund	1	4.2	292	0.5
02 Series of plans	22	91.7	58185	98.2
03 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 12-02 Service Requirement to Qualify for Health and Welfare

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	33.3	7133	12.0
01 Immediately on being employed	7	29.2	11721	19.8
02 1 month	1	4.2	1100	1.9
03 3 months	4	16.7	21473	36.2
04 6 months	1	4.2	315	0.5
05 1 year	-	-	-	-
06 Varies according to particular benefit	2	8.3	17393	29.3
07 Other	1	4.2	130	0.2
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 12-03 Employer Contribution to Health and Welfare Fund

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No health and welfare fund	22	91.7	58665	99.0
01 Under $0.40	-	-	-	-
02 $0.40 - $0.49	-	-	-	-
03 $0.50 - $0.74	1	4.2	308	0.5
04 $0.75 - $0.99	-	-	-	-
05 $1.00 - $1.25	-	-	-	-
06 $1.26 and over	-	-	-	-
07 Fund mentioned but amount not specified	1	4.2	292	0.5
08 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-04 Employer Contribution to Basic Health Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Plan not mentioned in agreement	-	-	-	-
01 100% of premium	10	41.7	50180	84.7
02 Less than 100% but more than 75% of premium	1	4.2	1185	2.0
03 75% of premium	3	12.5	1489	2.5
04 Less than 75% but more than 50% of premium	4	16.7	1771	3.0
05 50% of premium	4	16.7	4163	7.0
06 Less than 50% of premium	1	4.2	185	0.3
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Health and welfare fund mentioned but individual benefits not specified	1	4.2	292	0.5
10 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-05 Employer Contribution to Extended Health Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Plan not mentioned in agreement	2	8.3	383	0.6
01 100% of premium	13	54.2	54548	92.0
02 Less than 100% but more than 75% of premium	2	8.3	1493	2.5
03 75% of premium	1	4.2	393	0.7
04 Less than 75% but more than 50% of premium	3	12.5	1518	2.6
05 50% of premium	2	8.3	638	1.1
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Health and welfare fund mentioned but individual benefits not specified	1	4.2	292	0.5
10 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-06 Type of Paid Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Plan not mentioned in agreement	1	4.2	130	0.2
01 Flat allowance (in time per month, year, etc.)	18	75.0	53630	90.5
02 Graduated allowance according to service	2	8.3	1625	2.7
03 Short term illness or injury plan	2	8.3	3688	6.2
04 Weekly indemnity plan	-	-	-	-
05 Both sick leave and weekly indemnity plan	-	-	-	-
06 Other	1	4.2	192	0.3
TOTAL	24	100.0	59265	100.0

FIELD 12-07 Number of Days Paid Sick Leave Per Year

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	8.3	3030	5.1
01 1 to 6 days	2	8.3	1080	1.8
02 7 to 12 days	-	-	-	-
03 13 to 15 days	6	25.0	7516	12.7
04 16 to 18 days	9	37.5	45016	76.0
05 19 or more days	3	12.5	1906	3.2
06 Varies with length of service	2	8.3	717	1.2
07 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	12.5	3555	6.0
01 30 days or less	1	4.2	292	0.5
02 31 days to 90 days	2	8.3	1292	2.2
03 91 days to 120 days	2	8.3	578	1.0
04 121 days to 150 days	1	4.2	308	0.5
05 151 days to 200 days	7	29.2	45050	76.0
06 201 days to 250 days	-	-	-	-
07 More than 250 days	1	4.2	315	0.5
08 Unlimited accumulation	7	29.2	7875	13.3
09 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-09 Conversion of Unused Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	50.0	12929	21.8
01 Annual conversion to cash or days off	1	4.2	315	0.5
02 Full conversion to cash or days off on retirement or termination	-	-	-	-
03 Partial conversion to cash or days off on retirement or termination	10	41.7	45713	77.1
04 Combination	1	4.2	308	0.5
05 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	22	91.7	55577	93.8
01 100% of premium	2	8.3	3688	6.2
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-11 Maximum Period of Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	22	91.7	55577	93.8
01 Less than 12 weeks	-	-	-	-
02 13 weeks	-	-	-	-
03 26 weeks	1	4.2	2900	4.9
04 39 weeks	-	-	-	-
05 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Plan mentioned but details not specified	1	4.2	788	1.3
08 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-12 Maximum Amount of Sickness Weekly Benefits				
00 No provision	21	87.5	55052	92.9
01 $400 or less	1	4.2	2900	4.9
02 $401 to $500	-	-	-	-
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	1	4.2	525	0.9
06 Equal to maximum unemployment insurance benefit	-	-	-	-
07 Varies according to earnings	-	-	-	-
08 Plan mentioned, but amount not specified	1	4.2	783	1.3
09 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 12-13 Long-Term Income Continuance Insurance Plan				
00 No provision	14	58.3	11349	19.1
01 Provision	10	41.7	47916	80.9
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 12-14 Employer Contribution to Life Insurance Plan				
00 No provision	-	-	-	-
01 100% of premium	13	54.2	48136	81.2
02 Less than 100% but more than 75% of premium	1	4.2	308	0.5
03 75% of premium	1	4.2	788	1.3
04 Less than 75% but more than 50% of premium	2	8.3	568	1.0
05 50% of premium	4	16.7	4741	8.0
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	2	8.3	4432	7.5
08 Health and welfare fund mentioned but individual benefits not specified	1	4.2	292	0.5
09 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 12-15 Amount of Life Insurance Benefits				
00 No provision	-	-	-	-
01 Under $20,000	2	8.3	322	0.5
02 $20,000 to $39,999	1	4.2	1103	1.9
03 $40,000 to $59,999	6	25.0	43505	73.4
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	1	4.2	1185	2.0
06 Varies according to earnings	7	29.2	8639	14.6
07 Plan mentioned but amount not specified	6	25.0	4219	7.1
08 Health and Welfare fund mentioned but individual benefits not specified	1	4.2	292	0.5
09 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance				
00 No provision	15	62.5	46931	79.2
01 100% of premium	3	12.5	5578	9.4
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	1	4.2	788	1.3
04 Less than 75% but more than 50% of premium	-	-	-	-
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	3	12.5	5185	8.7
08 Health and welfare fund mentioned but individual benefits not specified	1	4.2	292	0.5
09 Other	1	4.2	491	0.8
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	15	62.5	46931	79.2
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	-	-	-	-
03 $40,000 to $59,999	2	8.3	578	1.0
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	1	4.2	2900	4.9
07 Plan mentioned but amount not specified	4	16.7	8073	13.6
08 Health and Welfare fund mentioned but individual benefits not specified	1	4.2	292	0.5
09 Other	1	4.2	491	0.8
TOTAL	24	100.0	59265	100.0

FIELD 12-18 Employer Contribution to Dental Plan

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	4.2	2900	4.9
01 100% of premium	8	33.3	46342	78.2
02 Less than 100% but more than 75% of premium	1	4.2	1185	2.0
03 75% of premium	6	25.0	4183	7.1
04 Less than 75% but more than 50% of premium	4	16.7	3200	5.4
05 50% of premium	3	12.5	1163	2.0
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	1	4.2	292	0.5
09 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-19 Type of Dental Work Covered

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	4.2	2900	4.9
01 Basic A	1	4.2	788	1.3
02 Basic and extended; A and B	2	8.3	322	0.5
03 Basic and orthodontics; A and C	-	-	-	-
04 Basic, extended and orthodontics; A, B and C	13	54.2	50714	85.6
05 Plan mentioned but details not specified	6	25.0	4249	7.2
06 Health and welfare fund mentioned but individual benefits not specified	1	4.2	292	0.5
07 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-20 Availability of Pension Fund/Plan

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	6	25.0	6830	11.5
01 Provision	18	75.0	52435	88.5
TOTAL	24	100.0	59265	100.0

FIELD 12-21 Administration of Pension Funds/Plan

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	10	41.7	9491	16.0
01 Union	1	4.2	292	0.5
02 Management	1	4.2	525	0.9
03 Joint union/management administration	-	-	-	-
04 Administered by separate trustees	-	-	-	-
05 Municipal/Provincial Government	12	50.0	48957	82.6
06 Other	-	-	-	-
TOTAL	24	100.0	59265	100.0

FIELD 12-22 Retirement Age Practices

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	18	75.0	52311	88.3
01 Provision	6	25.0	6954	11.7
TOTAL	24	100.0	59265	100.0

FIELD 12-23 Employer Contribution to RRSP

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	23	95.8	56365	95.1
01 Provision	1	4.2	2900	4.9
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 Initial Presentation of Grievance to Management

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 By employee without union representative present	2	8.3	1292	2.2
02 By employees with union representative	4	16.7	3336	5.6
03 By employees choice of with or without union representative	12	50.0	51942	87.6
04 By union representative	1	4.2	393	0.7
05 By grievance committee	1	4.2	130	0.2
06 By written notice	4	16.7	2172	3.7
07 By one of several alternative procedures	-	-	-	-
08 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 13-02 Length of Time to Initiate Grievance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	20.8	1658	2.8
01 72 hours or less	1	4.2	253	0.4
02 5 days	1	4.2	1100	1.9
03 1 week	2	8.3	20927	35.3
04 10 days	4	16.7	2149	3.6
05 2 weeks	3	12.5	17621	29.7
06 3 weeks	3	12.5	7285	12.3
07 1 month	5	20.8	8272	14.0
08 2 months	-	-	-	-
09 Varies by type of grievance	-	-	-	-
10 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	45.8	5954	10.0
01 Provision	13	54.2	53311	90.0
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 13-04 Status Quo Ante in Discipline Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	22	91.7	57377	96.8
01 Provision	2	8.3	1888	3.2
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 13-05 Clearing an Employee Record in Disciplinary Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	62.5	52770	89.0
01 Provision	9	37.5	6495	11.0
TOTAL	**24**	**100.0**	**59265**	**100.0**

FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	41.7	14237	24.0
01 Provision	14	58.3	45028	76.0
TOTAL	**24**	**100.0**	**59265**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-07 Arbitration				
00 As required by legislation	-	-	-	-
01 Single arbitrator	8	33.3	9024	15.2
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	7	29.2	21590	36.4
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	9	37.5	28651	48.3
06 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 13-08 Officer Appointment by Labour Relations				
00 Not prohibited (or no mention)	23	95.8	58165	98.1
01 Specifically prohibited by the Agreement	1	4.2	1100	1.9
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 13-09 Reference to Section 112 Labour Code, Share				
00 No provision	18	75.0	34954	59.0
01 Provision	6	25.0	24311	41.0
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 14- OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 Occupational Safety and Health				
00 No provision	4	16.7	4422	7.5
01 Joint safety committee	20	83.3	54843	92.5
02 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 14-02 Safety Committee Functions				
00 No safety committee provision	6	25.0	10210	17.2
01 Safety committee functions not specified	11	45.8	42560	71.8
02 Right to call special/emergency meetings	1	4.2	446	0.8
03 Right to initiate action on recommendations	-	-	-	-
04 Right to undertake inspections	3	12.5	1661	2.8
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	-	-	-	-
07 Combination of 2, 3 and 4	1	4.2	1103	1.9
08 Other	2	8.3	3285	5.5
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 14-03 Pay for Time Spent on Safety Committee				
00 No safety committee provision	5	20.8	4737	8.0
01 No provision for pay of safety committee	13	54.2	32582	55.0
02 Provision for pay of safety committee	6	25.0	21946	37.0
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 14-04 Safety Equipment and Protective Clothing				
00 No provision	15	62.5	51568	87.0
01 Equipment supplied at no cost to employee	8	33.3	7206	12.2
02 Equipment supplied at some cost to employee	-	-	-	-
03 Monetary allowance provided for percentage of equipment, replacement at some cost	1	4.2	491	0.8
04 Other	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-05 Right to Refuse Dangerous Working Conditions				
00 No provision	20	83.3	56586	95.5
01 Provision	4	16.7	2679	4.5
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 14-06 Video Display Terminals				
00 No provision	15	62.5	54016	91.1
01 Pregnant employees right to be reassigned or take leave of absence	2	8.3	285	0.5
02 Restriction on hours/rest breaks	-	-	-	-
03 Combination of 1 and 2	6	25.0	4571	7.7
04 Other	1	4.2	393	0.7
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 14-07 Employee Assistance Program				
00 No provision	16	66.7	51105	86.2
01 Provision	8	33.3	8160	13.8
TOTAL	**24**	**100.0**	**59265**	**100.0**

SECTION 15- MISCELLANEOUS PROVISIONS

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 15-01 Labour-Management Committee				
00 No provision	8	33.3	10999	18.6
01 Provision	16	66.7	48266	81.4
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 15-02 Sexual Harassment				
00 No provision	6	25.0	19814	33.4
01 Policy statement only	4	16.7	24633	41.6
02 Policy and/or complaint procedure	14	58.3	14818	25.0
03 Mentioned but not specified	-	-	-	-
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 15-03 Day Care Facilities for Children of Employees				
00 No provision	20	83.3	36281	61.2
01 Provision	4	16.7	22984	38.8
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 15-04 Job Evaluation Plan				
00 No provision	14	58.3	14415	24.3
01 Provision	10	41.7	44850	75.7
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 15-05 Moving Expenses or Allowance				
00 No provision	22	91.7	56180	94.8
01 Provision	2	8.3	3085	5.2
TOTAL	**24**	**100.0**	**59265**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 Work Clothing and/or Uniform Allowance				
00 No provision	15	62.5	27183	45.9
01 Provision	9	37.5	32082	54.1
TOTAL	**24**	**100.0**	**59265**	**100.0**
FIELD 15-07 Tool Allowance				
00 No provision	19	79.2	38159	64.4
01 Provision	5	20.8	21106	35.6
TOTAL	**24**	**100.0**	**59265**	**100.0**

PART I: g
PRIVATE SERVICES

(11 agreements covering 10,865 employees)

Accommodation and Food
Miscellaneous Services

PRIVATE SERVICES

SECTION 1- GENERAL INFORMATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
FIELD 1-01 Parties to Agreement				
00 Single local - single employer	6	54.5	3115	28.7
01 Single local - multi-employer or employer's assoc.	5	45.5	7750	71.3
02 Multi-local (same union) and single employer	-	-	-	-
03 Multi-local (same union) and multi-employer or employer's association	-	-	-	-
04 Multi-union and single employer	-	-	-	-
05 Multi-union and multi-employer or employer's assoc.	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 1-02 Size of Bargaining Unit				
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	1	9.1	120	1.1
02 200 - 499 employees	5	45.5	1850	17.0
03 500 - 999 employees	2	18.2	1225	11.3
04 1000 - 4999 employees	3	27.3	7670	70.6
05 5000 - 9999 employees	-	-	-	-
06 10,000 or more employees	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 1-03 Jurisdiction of Agreement				
00 Provincial	11	100.0	10865	100.0
01 Federal	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 1-04 Sector				
00 Private	11	100.0	10865	100.0
01 Public	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 1-05 Term of Agreement				
00 1 year	-	-	-	-
01 More than 1 year, less than 2 years	-	-	-	-
02 2 years	2	18.2	950	8.7
03 More than 2 years, less than 3 years	-	-	-	-
04 3 years	8	72.7	5915	54.4
05 More than 3 years	1	9.1	4000	36.8
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 1-06 Expiry Date of Agreement				
00 1st half of 1990 or earlier	-	-	-	-
01 2nd half of 1990	-	-	-	-
02 1st half of 1991	1	9.1	600	5.5
03 2nd half of 1991	5	45.5	4870	44.8
04 1st half of 1992	4	36.4	5275	48.6
05 2nd half of 1992	1	9.1	120	1.1
06 later than 1992	-	-	-	-
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 1-07 Geographical Breakdown				
00 East & West Kootenays	-	-	-	-
01 Okanagan	-	-	-	-
02 Southern Interior	-	-	-	-
03 Lower Coast & Lower Mainland	4	36.4	3850	35.4
04 Vancouver Island	1	9.1	450	4.1
05 Central Interior	-	-	-	-
06 Peace River	-	-	-	-
07 North West	-	-	-	-
08 Two or more Regions	6	54.5	6565	60.4
09 Inter-provincial	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 1-08 Existence of Continuation Clause				
00 No Provision	-	-	-	-
01 Agreement continues from year to year unless notice to terminate is provided	-	-	-	-
02 Collective agreement continues during bargaining	1	9.1	600	5.5
03 Collective agreement continues until strike or lockout	5	45.5	4490	41.3
04 1 and 2	2	18.2	700	6.4
05 1 and 3	2	18.2	4625	42.6
06 Other	1	9.1	450	4.1
TOTAL	11	100.0	10865	100.0
SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 Management Rights Clause				
00 No provision	-	-	-	-
01 General statement of management rights	7	63.6	8890	81.8
02 Enumerated list of management rights - residual rights with management	2	18.2	1025	9.4
03 Enumerated list of management rights - residual rights not specified	2	18.2	950	8.7
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 2-02 Contracting Out				
00 No provision	1	9.1	120	1.1
01 Contracting out restricted to other union employees	3	27.3	4950	45.6
02 Contracting out restricted - no displacement of present employees	2	18.2	975	9.0
03 Contracting out restricted - payment of union wage rate required	-	-	-	-
04 Contracting out restricted (combination of 1, 2 and/or 3)	1	9.1	300	2.8
05 Contracting out prohibited entirely	-	-	-	-
06 Other	4	36.4	4520	41.6
TOTAL	11	100.0	10865	100.0
FIELD 2-03 Union Security Clause				
00 No provision	-	-	-	-
01 Closed shop	-	-	-	-
02 Union shop	4	36.4	1650	15.2
03 Modified union shop (compulsory membership for new employees)	7	63.6	9215	84.8
04 Maintenance of membership	-	-	-	-
05 Rand formula	-	-	-	-
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 2-04 Authorization of Dues Check-off

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	4	36.4	1650	15.2
03 Compulsory for all employees (not all employees must be union members)	7	63.6	9215	84.8
05 Compulsory for union members only	-	-	-	-
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.

00 No provision	4	36.4	2620	24.1
01 Cross picket lines	4	36.4	1395	12.8
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	3	27.3	6850	63.0
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

SECTION 3- SENIORITY

FIELD 3-01 Seniority Unit

00 No provision	-	-	-	-
01 Union hiring hall	-	-	-	-
02 Employer (plant, bargaining unit)	3	27.3	1145	10.5
03 Department (branch, division)	1	9.1	300	2.8
04 Craft (occupation)	-	-	-	-
05 Employer & department	3	27.3	5520	50.8
06 Employer and craft	1	9.1	600	5.5
07 Combination of the above	3	27.3	3300	30.4
08 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 3-02 Length of Probationary Period

00 No provision	-	-	-	-
01 1 calendar month	4	36.4	6395	58.9
02 2 calendar months	1	9.1	350	3.2
03 3 calendar months	2	18.2	2900	26.7
04 6 calendar months	-	-	-	-
05 30 working days	-	-	-	-
06 45 working days	-	-	-	-
07 60 working days	2	18.2	800	7.4
08 240 working days	-	-	-	-
09 Other	2	18.2	420	3.9
TOTAL	11	100.0	10865	100.0

FIELD 3-03 Seniority Determining Promotion

00 No provision	2	18.2	720	6.6
01 Straight seniority	-	-	-	-
02 Governs where qualifications are sufficient	6	54.5	6895	63.5
03 Governs where qualifications are equal	2	18.2	750	6.9
04 Taken into account with other factors	1	9.1	2500	23.0
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-04 Seniority Determining Layoff				
00 No provision	-	-	-	-
01 Straight seniority	7	63.6	8550	78.7
02 Governs where qualifications of the retained are sufficient	4	36.4	2315	21.3
03 Governs where qualifications are equal	-	-	-	-
04 Taken into account with other factors	-	-	-	-
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd				
00 No provision	7	63.6	8020	73.8
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	1	9.1	450	4.1
03 72 hours	-	-	-	-
04 1 week	-	-	-	-
05 2 weeks	1	9.1	600	5.5
06 1 month	-	-	-	-
07 Graduated according to length of service	2	18.2	1795	16.5
08 Notice mentioned, length not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 3-06 Recall Procedure				
00 No provision	-	-	-	-
01 Straight seniority	8	72.7	10045	92.5
02 Seniority governs where qualifications are sufficient	3	27.3	820	7.5
03 Seniority governs where qualifications are equal	-	-	-	-
04 Seniority considered with other factors	-	-	-	-
05 Union hiring hall referral	-	-	-	-
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 3-07 Loss of Seniority Recall Rights				
00 No provision	1	9.1	400	3.7
01 Failure to report when notified	2	18.2	2850	26.2
02 After specified period off work	-	-	-	-
03 Either failure to report or after a specified period off work	8	72.7	7615	70.1
TOTAL	11	100.0	10865	100.0
FIELD 3-08 Retention of Seniority during Layoff				
00 No provision	2	18.2	750	6.9
01 Less than 6 months	1	9.1	350	3.2
02 6 months	3	27.3	6620	60.9
03 7 to 12 months	-	-	-	-
04 12 months	3	27.3	1350	12.4
05 More than 12 months up to and including 24 months	-	-	-	-
06 More than 24 months	-	-	-	-
07 Graduated according to length of service	2	18.2	1795	16.5
08 Not specified or indefinite	-	-	-	-
09 Seniority lost on layoff	-	-	-	-
10 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-09 Retention of Seniority During Illness or Injury				
00 No provision	7	63.6	5615	51.7
01 Up to 12 months	-	-	-	-
02 12 - 24 months	-	-	-	-
04 Varies by type of incapacitation	2	18.2	4350	40.0
05 Other	2	18.2	900	8.3
TOTAL	11	100.0	10865	100.0
FIELD 3-10 Seniority on Transfer from Bargaining Unit				
00 No provision	6	54.5	5270	48.5
01 Seniority lost on transfer	-	-	-	-
02 Seniority retained for a specific period onl	3	27.3	1475	13.6
03 Seniority retained indefinitely	1	9.1	120	1.1
04 Varies depending on circumstances of transfe	1	9.1	4000	36.8
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.				
00 No provision	10	90.9	10265	94.5
01 For union officials	1	9.1	600	5.5
02 Special skills, apprentices	-	-	-	-
03 Combination of alternatives	-	-	-	-
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
SECTION 4- JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 Job Posting				
00 No provision	5	45.5	7320	67.4
01 Provision	6	54.5	3545	32.6
TOTAL	11	100.0	10865	100.0
FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)				
00 No provision	10	90.9	10415	95.9
01 Older workers	-	-	-	-
02 Disabled workers	1	9.1	450	4.1
03 Combination of older and disabled workers	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 4-03 Limitation of Part-Time Workers, Trainees				
00 No provision	7	63.6	3665	33.7
01 Provision	4	36.4	7200	66.3
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-04 Training or Retraining (Other than Technological Change)				
00 No provision	6	54.5	2940	27.1
01 Apprenticeship	1	9.1	4000	36.8
02 Company provides on-the-job training experiences	2	18.2	800	7.4
03 Company sponsors off-premises training programs	1	9.1	625	5.8
04 1 and 2	-	-	-	-
05 1 and 3	-	-	-	-
06 2 and 3	1	9.1	2500	23.0
07 1, 2 and 3	-	-	-	-
08 Training at employee initiative - company may or may not reimburse	-	-	-	-
09 Labour and management training program	-	-	-	-
10 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 4-05 Journeyman-Apprentice Ratio				
00 No provision	10	90.9	6865	63.2
01 Maximum 1 apprentice for each journeyman	-	-	-	-
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	-	-	-	-
05 Maximum 1 apprentice for each 5 journeymen	1	9.1	4000	36.8
06 Maximum 1 apprentice for each 6 or more journeymen	-	-	-	-
07 Not specified	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing				
00 No provision	8	72.7	9190	84.6
01 Reduction in normal hours of work	3	27.3	1675	15.4
02 Change in type of work	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 4-07 Rate on Temporary Reassignment				
00 No provision	3	27.3	1250	11.5
01 Regular rate of employee	-	-	-	-
02 Rate of temporary job or regular job whichever is greater	8	72.7	9615	88.5
03 Rate of temporary job	-	-	-	-
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 4-08 Guaranteed Employment or Earnings				
00 No provision	9	81.8	9890	91.0
01 Daily guarantee for some or all employees	2	18.2	975	9.0
02 Weekly guarantee for some or all employees	-	-	-	-
03 Monthly guarantee for some or all employees	-	-	-	-
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 4-09 Moonlighting

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No Provision	11	100.0	10865	100.0
01 Prohibited	-	-	-	-
02 Permitted - with restrictions	-	-	-	-
03 Permitted - without restrictions	-	-	-	-
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 4-10 Classification of Newly-Created Jobs

00 No provision	2	18.2	570	5.2
01 Union-management consultation only	-	-	-	-
02 Arbitration if consultation fails	9	81.8	10295	94.8
03 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

SECTION 5- TECHNOLOGICAL CHANGE

FIELD 5-01 Technological Change, Advance Notice

00 No Provision	5	45.5	6445	59.3
01 Less than 3 months	3	27.3	3550	32.7
02 3 months	1	9.1	400	3.7
03 6 months	-	-	-	-
04 More than 6 months	-	-	-	-
05 Notice mentioned - time not specified	1	9.1	350	3.2
06 Other	1	9.1	120	1.1
TOTAL	11	100.0	10865	100.0

FIELD 5-02 Consultation in Relation to Technological Change

00 No provision	7	63.6	7445	68.5
01 Consultation via special labour-management committee	-	-	-	-
02 Consultation - details unspecified	4	36.4	3420	31.5
03 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 5-03 Arbitration of Technological Change Disputes

00 No provision	9	81.8	10445	96.1
01 Provision	2	18.2	420	3.9
TOTAL	11	100.0	10865	100.0

FIELD 5-04 Technological Change: Employment Security

00 No provision	8	72.7	7315	67.3
01 Straight layoff	1	9.1	600	5.5
02 Layoff with severance pay or S.U.B.	2	18.2	2950	27.2
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	-	-	-	-
05 Combination	-	-	-	-
06 No reduction in total number of employees	-	-	-	-
07 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	7	63.6	7215	66.4
01 Less than 1 year	-	-	-	-
02 1 year	3	27.3	3200	29.5
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 4 years	-	-	-	-
06 5 years	1	9.1	450	4.1
07 10 years	-	-	-	-
08 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 5-06 Accumulation of Severance Pay				
00 No provision	7	63.6	7215	66.4
01 One week's pay per year of service	1	9.1	400	3.7
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	-	-	-	-
03 Varies according to length of service	1	9.1	2500	23.0
04 Flat amount (ie. $50/year, or $500 on termination etc.)	-	-	-	-
05 Other	2	18.2	750	6.9
TOTAL	11	100.0	10865	100.0
FIELD 5-07 Maximum Amount of Severance Pay				
00 No provision	7	63.6	7215	66.4
01 Less than 20 weeks' pay	1	9.1	2500	23.0
02 20 - 25 weeks' pay	1	9.1	400	3.7
03 26 - 29 weeks' pay	-	-	-	-
04 30 - 51 weeks' pay	-	-	-	-
05 52 weeks' pay or more	-	-	-	-
06 No maximum	2	18.2	750	6.9
07 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 5-08 Technological Change: Notice of Permanent Layoff				
00 No provision	10	90.9	8365	77.0
01 Less than 3 months	1	9.1	2500	23.0
02 3 months or mores, less than 6 months	-	-	-	-
03 6 months or more, less than 1 year	-	-	-	-
04 Mentioned, not specified	-	-	-	-
05 By length of service	-	-	-	-
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 5-09 Options for Employees Retained				
00 No provision	8	72.7	6570	60.5
01 Opportunity to be trained or retrained	-	-	-	-
02 Maintenance of current wage rate if required to move to lower graded job	2	18.2	1795	16.5
03 Guarantee of only slightly lower pay if moved to lower graded job	-	-	-	-
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	1	9.1	2500	23.0
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 5-10 Training in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	90.9	8365	77.0
01 Company program	1	9.1	2500	23.0
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	-	-	-	-
04 Training or retraining mentioned but not specified	-	-	-	-
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 5-11 Technological Change: Reopener

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 5-12 Technological Change: Relocation Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	100.0	10865	100.0
01 Employer pays full cost	-	-	-	-
02 Employer pays percentage of cost	-	-	-	-
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	11	100.0	10865	100.0

SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 Frequency of Deferred Wage Increases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No wage adjustment deferred during life of agreement	-	-	-	-
01 Wage adjustment every six months	-	-	-	-
02 Wage adjustment yearly	10	90.9	10415	95.9
03 Irregularly scheduled wage increases	1	9.1	450	4.1
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 6-02 Other Wage Adjustments

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	90.9	10565	97.2
01 Date specified, amount determined later	-	-	-	-
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	1	9.1	300	2.8
TOTAL	11	100.0	10865	100.0

FIELD 6-03 Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	27.3	1400	12.9
01 Severance pay plan	8	72.7	9465	87.1
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	-	-	-	-
04 Plan exists: no details	-	-	-	-
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 6-04 Supplementary Unemployment Benefits

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	27.3	1400	12.9
01 Less than one year	4	36.4	6145	56.6
02 1 year	4	36.4	3320	30.6
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 5 years	-	-	-	-
06 10 years	-	-	-	-
07 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 6-06 Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	27.3	1400	12.9
01 1 day's pay per year of service	1	9.1	2500	23.0
02 1 week's pay per year of service	2	18.2	1570	14.5
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	2	18.2	745	6.9
04 Varies according to length of service	-	-	-	-
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	3	27.3	4650	42.8
TOTAL	11	100.0	10865	100.0

FIELD 6-07 Maximum Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	18.2	950	8.7
01 Less than 20 weeks' pay	5	45.5	4865	44.8
02 20 weeks' pay	-	-	-	-
03 21 - 25 weeks' pay	1	9.1	400	3.7
04 26 - 29 weeks' pay	-	-	-	-
05 30 - 52 weeks' pay	-	-	-	-
06 No maximum	3	27.3	4650	42.8
07 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	100.0	10865	100.0
01 Provision exists and is effective during agreement	-	-	-	-
02 Provision exists and is to be implemented at a later date	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 6-09 COLA: Frequency

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	100.0	10865	100.0
01 Automatic monthly adjustment	-	-	-	-
02 Automatic quarterly adjustment	-	-	-	-
03 Automatic semi-annually adjustment	-	-	-	-
04 Automatic annual adjustment	-	-	-	-
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	-	-	-	-
07 Review at irregular intervals	-	-	-	-
08 Cannot determine	-	-	-	-
09 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

SECTION 7- REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 Normal Daily Work Hours - Non-Office Employees

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision			-	-
01 Office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			-	-
04 7 1/4 hours			-	-
05 7 1/2 hours			400	3.7
06 7 3/4 hours			-	-
07 8 hours			10500	96.3
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			10900	100.0

FIELD 7-02 Normal Daily Work Hours - Office Employees

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			-	-
04 7 1/4 hours			-	-
05 7 1/2 hours			-	-
06 7 3/4 hours			-	-
07 8 hours			15	100.0
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			15	100.0

FIELD 7-03 Normal Weekly Work Days - Non-Office Employees

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision			120	1.1
01 Office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			10780	98.9
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			10900	100.0

FIELD 7-04 Normal Weekly Work Days - Office Employees

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision			-	-
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			15	100.0
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			15	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-05 Normal Weekly Work Hours - Non-office Employees				
00 No provision			-	-
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			-	-
04 37.5 hours			400	3.7
05 40 hours			10500	96.3
06 More than 40 hours			-	-
07 Other			-	-
TOTAL			10900	100.0
FIELD 7-06 Normal Weekly Work Hours - Office Employees				
00 No provision			-	-
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			-	-
04 37.5 hours			-	-
05 40 hours			15	100.0
06 More than 40 hours			-	-
07 Other			-	-
TOTAL			15	100.0
FIELD 7-07 Days Off Per Week				
00 No provision	2	18.2	470	4.3
01 2 Days (consecutive)	5	45.5	4475	41.2
02 2 days (not consecutive)	2	18.2	4450	41.0
03 3 days (consecutive)	-	-	-	-
04 3 days (not consecutive)	-	-	-	-
05 4 days	-	-	-	-
06 Varied for continuous or non-continuous operations	-	-	-	-
07 Other	2	18.2	1470	13.5
TOTAL	11	100.0	10865	100.0
FIELD 7-08 Reporting Pay - Work Not Commenced				
00 No provision	4	36.4	1775	16.3
01 2 hours' pay (or Employment Standards Act)	3	27.3	6850	63.0
02 3 hours' pay	-	-	-	-
03 4 hours' pay	3	27.3	1890	17.4
04 Full shift's pay	-	-	-	-
05 Other (includes no provision)	1	9.1	350	3.2
TOTAL	11	100.0	10865	100.0
FIELD 7-09 Reporting Pay - Work Has Commenced				
00 No provision	3	27.3	1475	13.6
01 4 hours' pay (or Employment Standards Act)	6	54.5	8920	82.1
02 More than 4 hours' pay but less than full shift's pay	-	-	-	-
03 Full shift's pay	-	-	-	-
04 Other	2	18.2	470	4.3
TOTAL	11	100.0	10865	100.0
FIELD 7-10 Paid Rest Periods				
00 No provision	1	9.1	350	3.2
01 2 for a total of 20 minutes	5	45.5	7600	69.9
02 2 for a total of 30 minutes	4	36.4	2795	25.7
03 2 for a total of 40 minutes	-	-	-	-
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	-	-	-	-
06 Other	1	9.1	120	1.1
TOTAL	11	100.0	10865	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.				
00 No provision	3	27.3	1920	17.7
01 Less than one day (24 hours)	1	9.1	625	5.8
02 One day (24 hours)	1	9.1	120	1.1
03 More than one day, less than 3	4	36.4	7300	67.2
04 3 days to less than 7	2	18.2	900	8.3
05 7 to 14 days	-	-	-	-
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 7-12 Portal-to-Portal				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 7-14 Flexible Starting/Quitting Hours				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 7-15 Compressed Work Week				
00 No provision	11	100.0	10865	100.0
01 3 day week in progress	-	-	-	-
02 4 day week in progress	-	-	-	-
03 Alternating 4, 5, in progress	-	-	-	-
04 To commence during term of agreement	-	-	-	-
05 Under study	-	-	-	-
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
SECTION 8- OVERTIME AND PREMIUM PAY				
FIELD 8-01 Overtime Rate after Normal Daily Work Hours				
00 1.5 x	1	9.1	120	1.1
01 1.5 x for 1 hour, then 2 x	1	9.1	450	4.1
02 1.5 x for 2 hours, then 2 x	4	36.4	2795	25.7
03 1.5 x for 3 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	4	36.4	7150	65.8
07 Other	1	9.1	350	3.2
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-02 Overtime Rate after Normal Weekly Work Hours				
00 1.5 x	1	9.1	120	1.1
01 1.5 x for 1 hour, then 2 x	-	-	-	-
02 1.5 x for 2 hours, then 2 x	4	36.4	2795	25.7
03 1.5 x for 3 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	1	9.1	350	3.2
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	4	36.4	7150	65.8
07 Other	1	9.1	450	4.1
TOTAL	11	100.0	10865	100.0
FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)				
00 No provision	4	36.4	2265	20.8
01 1.5 x	-	-	-	-
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 3 hours, then 2 x	-	-	-	-
05 1.5 x for 4 hours, then 2 x	1	9.1	600	5.5
06 2 x	5	45.5	7600	69.9
07 Other	1	9.1	400	3.7
TOTAL	11	100.0	10865	100.0
FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)				
00 No provision	4	36.4	2265	20.8
01 1.5 x	-	-	-	-
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	6	54.5	8200	75.5
06 3 x	-	-	-	-
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	1	9.1	400	3.7
TOTAL	11	100.0	10865	100.0
FIELD 8-05 Overtime Compensation				
00 No provision	2	18.2	470	4.3
01 Pay only	7	63.6	8825	81.2
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	2	18.2	1570	14.5
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 8-06 Right to Refuse Overtime				
00 No provision	6	54.5	8100	74.6
01 Right to refuse	4	36.4	2365	21.8
02 No right to refuse	1	9.1	400	3.7
03 Overtime compulsory in cases of emergency	-	-	-	-
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 8-07 Distribution of Overtime				
00 No provision	5	45.5	7500	69.0
01 Based on seniority	5	45.5	3245	29.9
02 Shared among all employees	1	9.1	120	1.1
03 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	8	72.7	9945	91.5
01	No premium rate for regular Saturday work (ie. straight time)	3	27.3	920	8.5
02	1.5 x	-	-	-	-
03	1.5 x for 2 hours, then 2 x	-	-	-	-
04	1.5 x for 4 hours, then 2 x	-	-	-	-
05	2 x	-	-	-	-
06	Flat amount per hour or day	-	-	-	-
07	Percentage of regular rate	-	-	-	-
08	Other.	-	-	-	-
	TOTAL	11	100.0	10865	100.0

FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	8	72.7	9945	91.5
01	No premium rate for regular Sunday work (ie. straight time)	3	27.3	920	8.5
02	1.5 x	-	-	-	-
03	1.5 x for 2 hours, then 2 x	-	-	-	-
04	1.5 x for 4 hours, then 2 x	-	-	-	-
05	2 x	-	-	-	-
06	Flat amount per hour or day	-	-	-	-
07	Percentage of regular rate	-	-	-	-
08	Other	-	-	-	-
	TOTAL	11	100.0	10865	100.0

FIELD 8-10 Call-in (Call-Back) Pay Guarantee

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	7	63.6	6625	61.0
01	Minimum of 2 hours a straight time	1	9.1	1170	10.8
02	Minimum of 3 hours at straight time	-	-	-	-
03	Minimum of 4 hours at straight time	1	9.1	2500	23.0
04	More than 4 hours pay at straight time	-	-	-	-
05	Minimum of 2 hours at overtime rate	1	9.1	450	4.1
06	Minimum of 3 hours at overtime rate	-	-	-	-
07	Minimum of 4 hours at overtime rate	1	9.1	120	1.1
08	More than 4 hours' pay at overtime rate	-	-	-	-
09	Overtime rate, no minimum guarantee	-	-	-	-
10	1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11	2 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
12	Other	-	-	-	-
	TOTAL	11	100.0	10865	100.0

FIELD 8-11 Paid Meal Period

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	6	54.5	2915	26.8
01	On overtime, call-in, holiday work, etc.	1	9.1	400	3.7
02	On designated shifts	3	27.3	6950	64.0
03	1 and 2	-	-	-	-
04	Other	1	9.1	600	5.5
	TOTAL	11	100.0	10865	100.0

FIELD 8-12 Meal Allowance on Overtime or Call-in

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	10	90.9	10240	94.2
01	Less than $5.00	-	-	-	-
02	$5.00 - $5.99	-	-	-	-
03	$6.00 - $6.99	-	-	-	-
04	$7.00 - $7.99	-	-	-	-
05	$8.00 and more	-	-	-	-
06	Meal provided	1	9.1	625	5.8
07	Other	-	-	-	-
	TOTAL	11	100.0	10865	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.				
00 No provision	11	100.0	10865	100.0
01 1.5 x	-	-	-	-
02 1.5 x followed by a higher rate	-	-	-	-
03 2 x	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 8-14 Stand-by Pay				
00 No provision	10	90.9	10515	96.8
01 Provision	1	9.1	350	3.2
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work				
00 No provision	11	100.0	10865	100.0
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	-	-	-	-
02 Flat amount per hour in addition or regular wages	-	-	-	-
03 Percentage of regular rate	-	-	-	-
04 Reduced shift	-	-	-	-
05 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 8-16 Second Shift Premium				
00 No provision	9	81.8	9865	90.8
01 Under $0.30	2	18.2	1000	9.2
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	-	-	-	-
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1/2 hour's pay per shift	-	-	-	-
07 1 hour's pay per shift	-	-	-	-
08 Percentage of hourly wage rate	-	-	-	-
09 Flat amount per shift	-	-	-	-
10 Flat amount per shift plus hourly differential	-	-	-	-
11 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 8-17 Third Shift Premium				
00 No provision	10	90.9	10465	96.3
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	1	9.1	400	3.7
03 $0.50 - $0.69	-	-	-	-
04 $0.70 - $0.89	-	-	-	-
05 $0.90 - $1.24	-	-	-	-
06 $1.25 and over	-	-	-	-
07 1/2 hour's pay per shift	-	-	-	-
08 1 hour's pay per shift	-	-	-	-
09 2 hour's pay per shift	-	-	-	-
10 Percentage of hourly wage rate	-	-	-	-
11 Flat amount per shift	-	-	-	-
12 Flat amount per shift plus hourly differential	-	-	-	-
13 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-18 Split Shift Premium				
00 No provision	4	36.4	1470	13.5
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	-	-	-	-
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	6	54.5	8945	82.3
07 Flat amount per shift	1	9.1	450	4.1
08 Percentage of hourly wage rate	-	-	-	-
09 Split shift prohibited	-	-	-	-
10 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 8-19 Mileage Allowance for Use of Private Car				
00 No Provision	10	90.9	10240	94.2
01 Provision	1	9.1	625	5.8
TOTAL	11	100.0	10865	100.0
FIELD 8-20 Isolation/Northern Allowance				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	11	100.0	10865	100.0
SECTION 9- PAID HOLIDAYS				
FIELD 9-01 Number of Paid (Statutory and Floating per Year)				
00 No provision	-	-	-	-
01 8 days or less	-	-	-	-
02 9 days	-	-	-	-
03 10 days	3	27.3	3220	29.6
04 11 days	6	54.5	6895	63.5
05 12 days	2	18.2	750	6.9
06 13 days	-	-	-	-
07 14 days	-	-	-	-
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 9-02 Requirements to Qualify for Paid Holiday				
00 No provision	-	-	-	-
01 Minimum length of service	1	9.1	120	1.1
02 Work on scheduled day before holiday	-	-	-	-
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	6	54.5	8000	73.6
05 Work scheduled either day before or day after holiday	-	-	-	-
06 Minimum length of service plus 2, 3, 4 or 5	4	36.4	2745	25.3
07 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	27.3	3150	29.0
01 Less than 1 month	-	-	-	-
02 1 month	6	54.5	3315	30.5
03 2 months	-	-	-	-
04 More than 2 months	-	-	-	-
05 Designated number of shifts or hours	-	-	-	-
06 Other	2	18.2	4400	40.5
TOTAL	11	100.0	10865	100.0

FIELD 9-04 Premium Rate on a Scheduled Holiday

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Another day off	-	-	-	-
02 1.5 x for hours worked plus holiday pay or another day off	6	54.5	5520	50.8
03 2x for hours worked plus holiday pay or another day off	1	9.1	600	5.5
04 2.5 x for hours worked plus holiday pay or another day off	-	-	-	-
05 Other	4	36.4	4745	43.7
TOTAL	11	100.0	10865	100.0

FIELD 9-05 Paid Holiday Falling on Scheduled Day Off

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	9.1	450	4.1
01 Another paid day off such as preceding Friday, or following Monday	-	-	-	-
02 An extra day's pay	8	72.7	8645	79.6
03 1 or 2	1	9.1	600	5.5
04 Other	1	9.1	1170	10.8
TOTAL	11	100.0	10865	100.0

FIELD 9-06 Paid Holiday Falling Within Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	9.1	450	4.1
01 Another paid Day off	7	63.6	6120	56.3
02 Another day's pay	2	18.2	1795	16.5
03 1 or 2	1	9.1	2500	23.0
04 Not granted	-	-	-	-
TOTAL	11	100.0	10865	100.0

SECTION 10- PAID ANNUAL VACATION

FIELD 10-01 Vacation Entitlement During First Year of Employment

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	45.5	6495	59.8
01 Takes all of vacation earned for full year's service	-	-	-	-
02 One week after six months	1	9.1	600	5.5
03 Graduated according to length of service	2	18.2	570	5.2
04 Other	3	27.3	3200	29.5
TOTAL	11	100.0	10865	100.0

FIELD 10-02 Maximum Annual Paid Vacation

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	-	-	-	-
01 2 weeks	-	-	-	-
02 3 weeks	-	-	-	-
03 4 weeks	1	9.1	600	5.5
04 5 weeks	8	72.7	8470	78.0
05 6 weeks	2	18.2	1795	16.5
06 7 weeks	-	-	-	-
07 8 weeks and over	-	-	-	-
08 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 10-03 Years of Service for Three Weeks Paid Vacation

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	-	-	-	-
01 Minimum greater than three weeks	-	-	-	-
02 1 year	1	9.1	600	5.5
03 2 years	2	18.2	3670	33.8
04 3 years	7	63.6	6195	57.0
05 4 years	1	9.1	400	3.7
06 5 years	-	-	-	-
07 6 years	-	-	-	-
08 Not specified, cannot determine	-	-	-	-
09 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 10-04 Years of Service for Four Weeks Paid Vacation

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	-	-	-	-
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	1	9.1	2500	23.0
07 Seven Years	3	27.3	4650	42.8
08 Eight Years	1	9.1	400	3.7
09 Nine Years	3	27.3	1640	15.1
10 Ten Years	1	9.1	625	5.8
11 Eleven Years	-	-	-	-
12 Twelve Years	1	9.1	600	5.5
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	1	9.1	450	4.1
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	1	9.1	600	5.5
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	1	9.1	350	3.2
15 Fifteen Years	1	9.1	400	3.7
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	1	9.1	120	1.1
19 Nineteen Years	2	18.2	3670	33.8
20 Twenty Years	4	36.4	5275	48.6
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	9.1	450	4.1
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	9	81.8	9070	83.5
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	1	9.1	1170	10.8
30 Thirty Years	1	9.1	625	5.8
TOTAL	11	100.0	10865	100.0

FIELD 10-07 Year of Service for Seven Weeks Paid Vacation	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	11	100.0	10865	100.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 10-08 Year of Service for Eight Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	11	100.0	10865	100.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 10-09 Annual Vacation Pay

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 Regular pay	2	18.2	850	7.8
02 Percentage of yearly gross earnings	9	81.8	10015	92.2
03 1 or 2, whichever is greatest	-	-	-	-
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 10-10 Vacation Carry-Over

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	9	81.8	4365	40.2
01 With limitations	1	9.1	2500	23.0
02 Without limitations	-	-	-	-
03 Not allowed	1	9.1	4000	36.8
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-11 Special Extended Vacations				
00 No provision	11	100.0	10865	100.0
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	-	-	-	-
03 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
SECTION 11- LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 Bereavement Leave (Immediate Family)				
00 No provision	2	18.2	520	4.8
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	9	81.8	10345	95.2
04 4 days	-	-	-	-
05 5 days	-	-	-	-
06 Leave varies depending on circumstances	-	-	-	-
07 Leave mentioned, length not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 11-02 Leave for Court or Jury Duty				
00 No provision	-	-	-	-
01 Provision for employee to receive full regular pay	11	100.0	10865	100.0
02 Other (not specified or less than full regular pay)	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 11-03 Leave for Union Business Other than Handling of Grievances				
00 No provision	1	9.1	1170	10.8
01 Paid leave	-	-	-	-
02 Unpaid leave	7	63.6	8575	78.9
03 Paid or unpaid leave - depends on circumstances	2	18.2	720	6.6
04 Other	1	9.1	400	3.7
TOTAL	11	100.0	10865	100.0
FIELD 11-04 Paid Leave: Marriage				
00 No provision	11	100.0	10865	100.0
01 Provision exists, but is not specified	-	-	-	-
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 11-05 Eligibility for Maternity Leave				
00 No provision	7	63.6	7595	69.9
01 1 month's service	-	-	-	-
02 2 to 6 months' service	3	27.3	2920	26.9
03 More than 6 months	-	-	-	-
04 Other	1	9.1	350	3.2
TOTAL	11	100.0	10865	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)				
00 No provision	2	18.2	750	6.9
01 17 weeks	-	-	-	-
02 18 weeks (or as per Employment Standards Act)	5	45.5	7850	72.3
03 19 - 25 weeks	1	9.1	625	5.8
04 26 weeks	2	18.2	1290	11.9
05 27 - 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	1	9.1	350	3.2
08 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 11-07 Maternity Leave with Pay				
00 No provision	11	100.0	10865	100.0
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	-	-	-	-
03 Leave of absence, no pay loss	-	-	-	-
04 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 11-08 Seniority During Maternity Leave				
00 No provision	4	36.4	2795	25.7
01 Seniority retained	-	-	-	-
02 Seniority accumulated	6	54.5	7620	70.1
03 Not mentioned if seniority retained or accumulated	1	9.1	450	4.1
04 Seniority accumulated up to certain period, then retained	-	-	-	-
05 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 11-09 Paid Leave: Paternity				
00 No provision	11	100.0	10865	100.0
01 Not specific	-	-	-	-
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 11-10 Leave: Adoption				
00 No provision	6	54.5	6150	56.6
01 Paid leave	-	-	-	-
02 Unpaid leave	5	45.5	4715	43.4
03 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 11-11 Leave: Parental				
00 No provision	10	90.9	9695	89.2
01 With pay	-	-	-	-
02 Without pay	1	9.1	1170	10.8
03 Other/Combination	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**

FIELD 11-12 Leave: Education

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	72.7	7390	68.0
01 Leave with full pay	1	9.1	625	5.8
02 Leave with partial pay	-	-	-	-
03 Leave without pay	2	18.2	2850	26.2
04 Leave provided, but not specified with or without pay	-	-	-	-
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 11-13 Sick Family Member Care Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	90.9	10515	96.8
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	-	-	-	-
04 4 days	-	-	-	-
05 5 days	-	-	-	-
06 Provided for, but deducted from sick leave	-	-	-	-
07 Other	1	9.1	350	3.2
TOTAL	11	100.0	10865	100.0

FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	36.4	7200	66.3
01 Employee totally responsible for contributions	1	9.1	450	4.1
02 Employee partly responsible (make up share of contribution during or after absence)	3	27.3	2395	22.0
03 Employer totally responsible for contributions	1	9.1	120	1.1
04 Mentioned but not specified	2	18.2	700	6.4
05 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 11-15 Personal Leave of Absence (unpaid)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	27.3	770	7.1
01 Provision	8	72.7	10095	92.9
TOTAL	11	100.0	10865	100.0

SECTION 12- HEALTH AND WELFARE PROVISIONS

FIELD 12-01 Type of Health and Welfare Coverage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	9.1	120	1.1
01 Health and welfare fund	5	45.5	7750	71.3
02 Series of plans	5	45.5	2995	27.6
03 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 12-02 Service Requirement to Qualify for Health and Welfare

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	36.4	5020	46.2
01 Immediately on being employed	2	18.2	2850	26.2
02 1 month	-	-	-	-
03 3 months	1	9.1	400	3.7
04 6 months	-	-	-	-
05 1 year	-	-	-	-
06 Varies according to particular benefit	3	27.3	2245	20.7
07 Other	1	9.1	350	3.2
TOTAL	11	100.0	10865	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 Employer Contribution to Health and Welfare Fund				
00 No health and welfare fund	6	54.5	3115	28.7
01 Under $0.40	-	-	-	-
02 $0.40 - $0.49	-	-	-	-
03 $0.50 - $0.74	2	18.2	6500	59.8
04 $0.75 - $0.99	2	18.2	650	6.0
05 $1.00 - $1.25	-	-	-	-
06 $1.26 and over	-	-	-	-
07 Fund mentioned but amount not specified	1	9.1	600	5.5
08 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 12-04 Employer Contribution to Basic Health Plan				
00 Plan not mentioned in agreement	1	9.1	120	1.1
01 100% of premium	2	18.2	850	7.8
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	18.2	1795	16.5
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	2	18.2	2850	26.2
09 Health and welfare fund mentioned but individual benefits not specified	4	36.4	5250	48.3
10 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 12-05 Employer Contribution to Extended Health Plan				
00 Plan not mentioned in agreement	2	18.2	570	5.2
01 100% of premium	1	9.1	400	3.7
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	18.2	1795	16.5
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	2	18.2	2850	26.2
09 Health and welfare fund mentioned but individual benefits not specified	4	36.4	5250	48.3
10 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 12-06 Type of Paid Sick Leave				
00 Plan not mentioned in agreement	6	54.5	7870	72.4
01 Flat allowance (in time per month, year, etc.)	-	-	-	-
02 Graduated allowance according to service	-	-	-	-
03 Short term illness or injury plan	-	-	-	-
04 Weekly indemnity plan	3	27.3	2145	19.7
05 Both sick leave and weekly indemnity plan	2	18.2	850	7.8
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-07 Number of Days Paid Sick Leave Per Year				
00 No provision	9	81.8	10015	92.2
01 1 to 6 days	1	9.1	450	4.1
02 7 to 12 days	1	9.1	400	3.7
03 13 to 15 days	-	-	-	-
04 16 to 18 days	-	-	-	-
05 19 or more days	-	-	-	-
06 Varies with length of service	-	-	-	-
07 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave				
00 No provision	10	90.9	10465	96.3
01 30 days or less	1	9.1	400	3.7
02 31 days to 90 days	-	-	-	-
03 91 days to 120 days	-	-	-	-
04 121 days to 150 days	-	-	-	-
05 151 days to 200 days	-	-	-	-
06 201 days to 250 days	-	-	-	-
07 More than 250 days	-	-	-	-
08 Unlimited accumulation	-	-	-	-
09 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 12-09 Conversion of Unused Sick Leave				
00 No provision	10	90.9	10465	96.3
01 Annual conversion to cash or days off	-	-	-	-
02 Full conversion to cash or days off on retirement or termination	-	-	-	-
03 Partial conversion to cash or days off on retirement or termination	-	-	-	-
04 Combination	-	-	-	-
05 Other	1	9.1	400	3.7
TOTAL	11	100.0	10865	100.0
FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity				
00 No provision	6	54.5	7870	72.4
01 100% of premium	2	18.2	850	7.8
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	18.2	1795	16.5
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	1	9.1	350	3.2
09 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 12-11 Maximum Period of Sickness Weekly Indemnity				
00 No provision	6	54.5	7870	72.4
01 Less than 12 weeks	-	-	-	-
02 13 weeks	2	18.2	1570	14.5
03 26 weeks	-	-	-	-
04 39 weeks	-	-	-	-
05 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Plan mentioned but details not specified	1	9.1	450	4.1
08 Other	2	18.2	975	9.0
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-12 Maximum Amount of Sickness Weekly Benefits				
00 No provision	6	54.5	7870	72.4
01 $400 or less	3	27.3	2145	19.7
02 $401 to $500	-	-	-	-
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	1	9.1	400	3.7
06 Equal to maximum unemployment insurance benefit	-	-	-	-
07 Varies according to earnings	-	-	-	-
08 Plan mentioned, but amount not specified	1	9.1	450	4.1
09 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 12-13 Long-Term Income Continuance Insurance Plan				
00 No provision	10	90.9	10465	96.3
01 Provision	1	9.1	400	3.7
TOTAL	11	100.0	10865	100.0
FIELD 12-14 Employer Contribution to Life Insurance Plan				
00 No provision	3	27.3	870	8.0
01 100% of premium	1	9.1	400	3.7
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	18.2	1795	16.5
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	4	36.4	7450	68.6
09 Other	1	9.1	350	3.2
TOTAL	11	100.0	10865	100.0
FIELD 12-15 Amount of Life Insurance Benefits				
00 No provision	4	36.4	1220	11.2
01 Under $20,000	3	27.3	2145	19.7
02 $20,000 to $39,999	-	-	-	-
03 $40,000 to $59,999	-	-	-	-
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	1	9.1	400	3.7
07 Plan mentioned but amount not specified	-	-	-	-
08 Health and Welfare fund mentioned but individual benefits not specified	3	27.3	7100	65.3
09 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance				
00 No provision	4	36.4	1270	11.7
01 100% of premium	-	-	-	-
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	18.2	1795	16.5
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	3	27.3	3450	31.8
09 Other	2	18.2	4350	40.0
TOTAL	11	100.0	10865	100.0

FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	45.5	1620	14.9
01 Under $20,000	3	27.3	2145	19.7
02 $20,000 to $39,999	-	-	-	-
03 $40,000 to $59,999	-	-	-	-
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	-	-	-	-
07 Plan mentioned but amount not specified	-	-	-	-
08 Health and Welfare fund mentioned but individual benefits not specified	3	27.3	7100	65.3
09 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 12-18 Employer Contribution to Dental Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	18.2	420	3.9
01 100% of premium	2	18.2	850	7.8
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	18.2	1795	16.5
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	4	36.4	7450	68.6
09 Other	1	9.1	350	3.2
TOTAL	11	100.0	10865	100.0

FIELD 12-19 Type of Dental Work Covered

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	27.3	770	7.1
01 Basic A	-	-	-	-
02 Basic and extended; A and B	1	9.1	625	5.8
03 Basic and orthodontics; A and C	-	-	-	-
04 Basic, extended and orthodontics; A, B and C	1	9.1	350	3.2
05 Plan mentioned but details not specified	3	27.3	2020	18.6
06 Health and welfare fund mentioned but individual benefits not specified	3	27.3	7100	65.3
07 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

FIELD 12-20 Availability of Pension Fund/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	36.4	1270	11.7
01 Provision	7	63.6	9595	88.3
TOTAL	11	100.0	10865	100.0

FIELD 12-21 Administration of Pension Funds/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	54.5	2195	20.2
01 Union	2	18.2	3100	28.5
02 Management	1	9.1	400	3.7
03 Joint union/management administration	-	-	-	-
04 Administered by separate trustees	1	9.1	4000	36.8
05 Municipal/Provincial Government	-	-	-	-
06 Other	1	9.1	1170	10.8
TOTAL	11	100.0	10865	100.0

FIELD 12-22 Retirement Age Practices

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	81.8	9070	83.5
01 Provision	2	18.2	1795	16.5
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-23 Employer Contribution to RRSP				
00 No provision	10	90.9	10515	96.8
01 Provision	1	9.1	350	3.2
TOTAL	11	100.0	10865	100.0
SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES				
FIELD 13-01 Initial Presentation of Grievance to Management				
00 No provision	-	-	-	-
01 By employee without union representative present	-	-	-	-
02 By employees with union representative	4	36.4	1370	12.6
03 By employees choice of with or without union representative	5	45.5	8695	80.0
04 By union representative	-	-	-	-
05 By grievance committee	-	-	-	-
06 By written notice	2	18.2	800	7.4
07 By one of several alternative procedures	-	-	-	-
08 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 13-02 Length of Time to Initiate Grievance				
00 No provision	-	-	-	-
01 72 hours or less	-	-	-	-
02 5 days	1	9.1	400	3.7
03 1 week	1	9.1	450	4.1
04 10 days	7	63.6	9295	85.5
05 2 weeks	1	9.1	600	5.5
06 3 weeks	1	9.1	120	1.1
07 1 month	-	-	-	-
08 2 months	-	-	-	-
09 Varies by type of grievance	-	-	-	-
10 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases				
00 No provision	5	45.5	5020	46.2
01 Provision	6	54.5	5845	53.8
TOTAL	11	100.0	10865	100.0
FIELD 13-04 Status Quo Ante in Discipline Cases				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 13-05 Clearing an Employee Record in Disciplinary Cases				
00 No provision	8	72.7	9715	89.4
01 Provision	3	27.3	1150	10.6
TOTAL	11	100.0	10865	100.0
FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives				
00 No provision	6	54.5	5645	52.0
01 Provision	5	45.5	5220	48.0
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-07 Arbitration				
00 As required by legislation	-	-	-	-
01 Single arbitrator	5	45.5	1620	14.9
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	-	-	-	-
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	6	54.5	9245	85.1
06 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 13-08 Officer Appointment by Labour Relations				
00 Not prohibited (or no mention)	6	54.5	2120	19.5
01 Specifically prohibited by the Agreement	5	45.5	8745	80.5
TOTAL	11	100.0	10865	100.0
FIELD 13-09 Reference to Section 112 Labour Code, Share				
00 No provision	7	63.6	3415	31.4
01 Provision	4	36.4	7450	68.6
TOTAL	11	100.0	10865	100.0
SECTION 14- OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 Occupational Safety and Health				
00 No provision	7	63.6	8220	75.7
01 Joint safety committee	4	36.4	2645	24.3
02 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 14-02 Safety Committee Functions				
00 No safety committee provision	7	63.6	8220	75.7
01 Safety committee functions not specified	3	27.3	2020	18.6
02 Right to call special/emergency meetings	-	-	-	-
03 Right to initiate action on recommendations	-	-	-	-
04 Right to undertake inspections	1	9.1	625	5.8
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	-	-	-	-
07 Combination of 2, 3 and 4	-	-	-	-
08 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0
FIELD 14-03 Pay for Time Spent on Safety Committee				
00 No safety committee provision	7	63.6	8220	75.7
01 No provision for pay of safety committee	1	9.1	625	5.8
02 Provision for pay of safety committee	3	27.3	2020	18.6
TOTAL	11	100.0	10865	100.0
FIELD 14-04 Safety Equipment and Protective Clothing				
00 No provision	9	81.8	9815	90.3
01 Equipment supplied at no cost to employee	2	18.2	1050	9.7
02 Equipment supplied at some cost to employee	-	-	-	-
03 Monetary allowance provided for percentage of equipment, replacement at some cost	-	-	-	-
04 Other	-	-	-	-
TOTAL	11	100.0	10865	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 14-05 Right to Refuse Dangerous Working Conditions				
00 No provision	10	90.9	10565	97.2
01 Provision	1	9.1	300	2.8
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 14-06 Video Display Terminals				
00 No provision	11	100.0	10865	100.0
01 Pregnant employees right to be reassigned or take leave of absence	-	-	-	-
02 Restriction on hours/rest breaks	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 14-07 Employee Assistance Program				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
SECTION 15- MISCELLANEOUS PROVISIONS				
FIELD 15-01 Labour-Management Committee				
00 No provision	7	63.6	8320	76.6
01 Provision	4	36.4	2545	23.4
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 15-02 Sexual Harassment				
00 No provision	5	45.5	3820	35.2
01 Policy statement only	1	9.1	300	2.8
02 Policy and/or complaint procedure	5	45.5	6745	62.1
03 Mentioned but not specified	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 15-03 Day Care Facilities for Children of Employees				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 15-04 Job Evaluation Plan				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**
FIELD 15-05 Moving Expenses or Allowance				
00 No provision	11	100.0	10865	100.0
01 Provision	-	-	-	-
TOTAL	**11**	**100.0**	**10865**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 15-06 Work Clothing and/or Uniform Allowance				
00 No provision	1	9.1	350	3.2
01 Provision	10	90.9	10515	96.8
TOTAL	11	100.0	10865	100.0
FIELD 15-07 Tool Allowance				
00 No provision	10	90.9	10415	95.9
01 Provision	1	9.1	450	4.1
TOTAL	11	100.0	10865	100.0

PART I: h
PUBLIC ADMINISTRATION

(20 agreements covering 42,602 employees)

Provincial Government
Municipal, Local and Regional Government

SECTION 1- GENERAL INFORMATION

FIELD 1-01 Parties to Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Single local - single employer	16	80.0	9409	22.1
01 Single local - multi-employer or employer's assoc.	1	5.0	274	0.6
02 Multi-local (same union) and single employer	2	10.0	30419	71.4
03 Multi-local (same union) and multi-employer or employer's association	-	-	-	-
04 Multi-union and single employer	1	5.0	2500	5.9
05 Multi-union and multi-employer or employer's assoc.	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 1-02 Size of Bargaining Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	1	5.0	148	0.3
02 200 - 499 employees	11	55.0	3362	7.9
03 500 - 999 employees	3	15.0	2338	5.5
04 1000 - 4999 employees	4	20.0	6754	15.9
05 5000 - 9999 employees	-	-	-	-
06 10,000 or more employees	1	5.0	30000	70.4
TOTAL	20	100.0	42602	100.0

FIELD 1-03 Jurisdiction of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Provincial	20	100.0	42602	100.0
01 Federal	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 1-04 Sector

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Private	-	-	-	-
01 Public	20	100.0	42602	100.0
TOTAL	20	100.0	42602	100.0

FIELD 1-05 Term of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1 year	-	-	-	-
01 More than 1 year, less than 2 years	-	-	-	-
02 2 years	5	25.0	3861	9.1
03 More than 2 years, less than 3 years	-	-	-	-
04 3 years	15	75.0	38741	90.9
05 More than 3 years	-	-	-	-
06 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 1-06 Expiry Date of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1st half of 1990 or earlier	-	-	-	-
01 2nd half of 1990	12	60.0	7409	17.4
02 1st half of 1991	1	5.0	250	0.6
03 2nd half of 1991	6	30.0	34693	81.4
04 1st half of 1992	1	5.0	250	0.6
05 2nd half of 1992	-	-	-	-
06 later than 1992	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 1-07 Geographical Breakdown

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 East & West Kootenays	-	-	-	-
01 Okanagan	1	5.0	274	0.6
02 Southern Interior	-	-	-	-
03 Lower Coast & Lower Mainland	10	50.0	6961	16.3
04 Vancouver Island	4	20.0	948	2.2
05 Central Interior	2	10.0	819	1.9
06 Peace River	-	-	-	-
07 North West	-	-	-	-
08 Two or more Regions	3	15.0	33600	78.9
09 Inter-provincial	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 1-08 Existence of Continuation Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	2	10.0	1723	4.0
01 Agreement continues from year to year unless notice to terminate is provided	2	10.0	480	1.1
02 Collective agreement continues during bargaining	3	15.0	32042	75.2
03 Collective agreement continues until strike or lockout	10	50.0	7390	17.3
04 1 and 2	2	10.0	819	1.9
05 1 and 3	1	5.0	148	0.3
06 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 Management Rights Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	30.0	2715	6.4
01 General statement of management rights	12	60.0	39218	92.1
02 Enumerated list of management rights - residual rights with management	1	5.0	419	1.0
03 Enumerated list of management rights - residual rights not specified	1	5.0	250	0.6
04 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 2-02 Contracting Out

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	50.0	6859	16.1
01 Contracting out restricted to other union employees	-	-	-	-
02 Contracting out restricted - no displacement of present employees	3	15.0	32750	76.9
03 Contracting out restricted - payment of union wage rate required	-	-	-	-
04 Contracting out restricted (combination of 1, 2 and/or 3)	3	15.0	800	1.9
05 Contracting out prohibited entirely	-	-	-	-
06 Other	4	20.0	2193	5.1
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 2-03 Union Security Clause

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Closed shop	-	-	-	-
02 Union shop	8	40.0	3909	9.2
03 Modified union shop (compulsory membership for new employees)	10	50.0	37736	88.6
04 Maintenance of membership	1	5.0	200	0.5
05 Rand formula	1	5.0	757	1.8
06 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 2-04 Authorization of Dues Check-off				
00 No provision	-	-	-	-
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	8	40.0	6135	14.4
03 Compulsory for all employees (not all employees must be union members)	12	60.0	36467	85.6
05 Compulsory for union members only	-	-	-	-
06 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0
FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.				
00 No provision	10	50.0	6518	15.3
01 Cross picket lines	10	50.0	36084	84.7
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	-	-	-	-
05 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0
SECTION 3- SENIORITY				
FIELD 3-01 Seniority Unit				
00 No provision	1	5.0	148	0.3
01 Union hiring hall	-	-	-	-
02 Employer (plant, bargaining unit)	9	45.0	5478	12.9
03 Department (branch, division)	2	10.0	1737	4.1
04 Craft (occupation)	-	-	-	-
05 Employer & department	2	10.0	865	2.0
06 Employer and craft	3	15.0	3824	9.0
07 Combination of the above	3	15.0	30550	71.7
08 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0
FIELD 3-02 Length of Probationary Period				
00 No provision	1	5.0	148	0.3
01 1 calendar month	-	-	-	-
02 2 calendar months	-	-	-	-
03 3 calendar months	4	20.0	1193	2.8
04 6 calendar months	10	50.0	38317	89.9
05 30 working days	-	-	-	-
06 45 working days	-	-	-	-
07 60 working days	-	-	-	-
08 240 working days	1	5.0	757	1.8
09 Other	4	20.0	2187	5.1
TOTAL	20	100.0	42602	100.0
FIELD 3-03 Seniority Determining Promotion				
00 No provision	2	10.0	1248	2.9
01 Straight seniority	-	-	-	-
02 Governs where qualifications are sufficient	2	10.0	674	1.6
03 Governs where qualifications are equal	13	65.0	7974	18.7
04 Taken into account with other factors	3	15.0	32706	76.8
05 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-04 Seniority Determining Layoff				
00 No provision	2	10.0	905	2.1
01 Straight seniority	7	35.0	33798	79.3
02 Governs where qualifications of the retained are sufficient	10	50.0	6799	16.0
03 Governs where qualifications are equal	1	5.0	1100	2.6
04 Taken into account with other factors	-	-	-	-
05 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0
FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd				
00 No provision	3	15.0	1111	2.6
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	-	-	-	-
03 72 hours	-	-	-	-
04 1 week	2	10.0	674	1.6
05 2 weeks	5	25.0	2625	6.2
06 1 month	3	15.0	2316	5.4
07 Graduated according to length of service	3	15.0	1165	2.7
08 Notice mentioned, length not specified	1	5.0	2500	5.9
09 Other	3	15.0	32211	75.6
TOTAL	20	100.0	42602	100.0
FIELD 3-06 Recall Procedure				
00 No provision	3	15.0	1111	2.6
01 Straight seniority	1	5.0	966	2.3
02 Seniority governs where qualifications are sufficient	15	75.0	39425	92.5
03 Seniority governs where qualifications are equal	-	-	-	-
04 Seniority considered with other factors	-	-	-	-
05 Union hiring hall referral	-	-	-	-
06 Other	1	5.0	1100	2.6
TOTAL	20	100.0	42602	100.0
FIELD 3-07 Loss of Seniority Recall Rights				
00 No provision	3	15.0	1111	2.6
01 Failure to report when notified	1	5.0	224	0.5
02 After specified period off work	2	10.0	30414	71.4
03 Either failure to report or after a specified period off work	14	70.0	10853	25.5
TOTAL	20	100.0	42602	100.0
FIELD 3-08 Retention of Seniority during Layoff				
00 No provision	3	15.0	1111	2.6
01 Less than 6 months	-	-	-	-
02 6 months	1	5.0	1792	4.2
03 7 to 12 months	-	-	-	-
04 12 months	12	60.0	37594	88.2
05 More than 12 months up to and including 24 months	2	10.0	524	1.2
06 More than 24 months	1	5.0	966	2.3
07 Graduated according to length of service	1	5.0	615	1.4
08 Not specified or indefinite	-	-	-	-
09 Seniority lost on layoff	-	-	-	-
10 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 3-09 Retention of Seniority During Illness or Injury				
00 No provision	14	70.0	9818	23.0
01 Up to 12 months	1	5.0	1100	2.6
02 12 - 24 months	1	5.0	400	0.9
04 Varies by type of incapacitation	-	-	-	-
05 Other	3	15.0	30865	72.4
TOTAL	20	100.0	42602	100.0
FIELD 3-10 Seniority on Transfer from Bargaining Unit				
00 No provision	10	50.0	38765	91.0
01 Seniority lost on transfer	-	-	-	-
02 Seniority retained for a specific period onl	4	20.0	1975	4.6
03 Seniority retained indefinitely	4	20.0	1188	2.8
04 Varies depending on circumstances of transfe	1	5.0	400	0.9
05 Other	1	5.0	274	0.6
TOTAL	20	100.0	42602	100.0
FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.				
00 No provision	19	95.0	41987	98.6
01 For union officials	-	-	-	-
02 Special skills, apprentices	1	5.0	615	1.4
03 Combination of alternatives	-	-	-	-
04 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0
SECTION 4- JOB OPPORTUNITY AND PROTECTION				
FIELD 4-01 Job Posting				
00 No provision	3	15.0	1111	2.6
01 Provision	17	85.0	41491	97.4
TOTAL	20	100.0	42602	100.0
FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)				
00 No provision	10	50.0	36956	86.7
01 Older workers	-	-	-	-
02 Disabled workers	5	25.0	1593	3.7
03 Combination of older and disabled workers	5	25.0	4053	9.5
TOTAL	20	100.0	42602	100.0
FIELD 4-03 Limitation of Part-Time Workers, Trainees				
00 No provision	19	95.0	42352	99.4
01 Provision	1	5.0	250	0.6
TOTAL	20	100.0	42602	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-04 Training or Retraining (Other than Technological Change)				
00 No provision	4	20.0	3213	7.5
01 Apprenticeship	3	15.0	1961	4.6
02 Company provides on-the-job training experiences	5	25.0	1839	4.3
03 Company sponsors off-premises training programs	2	10.0	1172	2.8
04 1 and 2	-	-	-	-
05 1 and 3	-	-	-	-
06 2 and 3	2	10.0	1350	3.2
07 1, 2 and 3	1	5.0	419	1.0
08 Training at employee initiative - company may or may not reimburse	2	10.0	30148	70.8
09 Labour and management training program	1	5.0	2500	5.9
10 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0
FIELD 4-05 Journeyman-Apprentice Ratio				
00 No provision	16	80.0	40222	94.4
01 Maximum 1 apprentice for each journeyman	-	-	-	-
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	-	-	-	-
05 Maximum 1 apprentice for each 5 journeymen	-	-	-	-
06 Maximum 1 apprentice for each 6 or more journeymen	-	-	-	-
07 Not specified	4	20.0	2380	5.6
TOTAL	20	100.0	42602	100.0
FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing				
00 No provision	18	90.0	42128	98.9
01 Reduction in normal hours of work	-	-	-	-
02 Change in type of work	2	10.0	474	1.1
03 Combination of 1 and 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0
FIELD 4-07 Rate on Temporary Reassignment				
00 No provision	5	25.0	2459	5.8
01 Regular rate of employee	-	-	-	-
02 Rate of temporary job or regular job whichever is greater	10	50.0	37202	87.3
03 Rate of temporary job	4	20.0	2522	5.9
04 Other	1	5.0	419	1.0
TOTAL	20	100.0	42602	100.0
FIELD 4-08 Guaranteed Employment or Earnings				
00 No provision	20	100.0	42602	100.0
01 Daily guarantee for some or all employees	-	-	-	-
02 Weekly guarantee for some or all employees	-	-	-	-
03 Monthly guarantee for some or all employees	-	-	-	-
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 4-09 Moonlighting

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No Provision	19	95.0	42454	99.7
01 Prohibited	-	-	-	-
02 Permitted - with restrictions	1	5.0	148	0.3
03 Permitted - without restrictions	-	-	-	-
04 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 4-10 Classification of Newly-Created Jobs

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	6	30.0	3814	9.0
01 Union-management consultation only	4	20.0	2616	6.1
02 Arbitration if consultation fails	8	40.0	35534	83.4
03 Other	2	10.0	638	1.5
TOTAL	20	100.0	42602	100.0

SECTION 5- TECHNOLOGICAL CHANGE

FIELD 5-01 Technological Change, Advance Notice

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No Provision	6	30.0	6144	14.4
01 Less than 3 months	1	5.0	30000	70.4
02 3 months	11	55.0	5958	14.0
03 6 months	-	-	-	-
04 More than 6 months	-	-	-	-
05 Notice mentioned - time not specified	2	10.0	500	1.2
06 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 5-02 Consultation in Relation to Technological Change

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	7	35.0	5678	13.3
01 Consultation via special labour-management committee	7	35.0	33435	78.5
02 Consultation - details unspecified	6	30.0	3489	8.2
03 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 5-03 Arbitration of Technological Change Disputes

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	8	40.0	35678	83.7
01 Provision	12	60.0	6924	16.3
TOTAL	20	100.0	42602	100.0

FIELD 5-04 Technological Change: Employment Security

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	13	65.0	10709	25.1
01 Straight layoff	1	5.0	419	1.0
02 Layoff with severance pay or S.U.B.	4	20.0	1200	2.8
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	-	-	-	-
05 Combination	1	5.0	30000	70.4
06 No reduction in total number of employees	-	-	-	-
07 Other	1	5.0	274	0.6
TOTAL	20	100.0	42602	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	16	80.0	11533	27.1
01 Less than 1 year	3	15.0	30669	72.0
02 1 year	-	-	-	-
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 4 years	-	-	-	-
06 5 years	-	-	-	-
07 10 years	1	5.0	400	0.9
08 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 5-06 Accumulation of Severance Pay				
00 No provision	16	80.0	11533	27.1
01 One week's pay per year of service	2	10.0	650	1.5
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	-	-	-	-
03 Varies according to length of service	2	10.0	30419	71.4
04 Flat amount (ie. $50/year, or $500 on termination etc.)	-	-	-	-
05 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 5-07 Maximum Amount of Severance Pay				
00 No provision	16	80.0	11533	27.1
01 Less than 20 weeks' pay	1	5.0	400	0.9
02 20 - 25 weeks' pay	-	-	-	-
03 26 - 29 weeks' pay	1	5.0	30000	70.4
04 30 - 51 weeks' pay	-	-	-	-
05 52 weeks' pay or more	-	-	-	-
06 No maximum	2	10.0	669	1.6
07 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 5-08 Technological Change: Notice of Permanent Layoff				
00 No provision	17	85.0	41659	97.8
01 Less than 3 months	-	-	-	-
02 3 months or mores, less than 6 months	1	5.0	274	0.6
03 6 months or more, less than 1 year	-	-	-	-
04 Mentioned, not specified	-	-	-	-
05 By length of service	1	5.0	250	0.6
06 Other	1	5.0	419	1.0
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 5-09 Options for Employees Retained				
00 No provision	12	60.0	10459	24.6
01 Opportunity to be trained or retrained	4	20.0	1319	3.1
02 Maintenance of current wage rate if required to move to lower graded job	-	-	-	-
03 Guarantee of only slightly lower pay if moved to lower graded job	-	-	-	-
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	3	15.0	30550	71.7
06 Other	1	5.0	274	0.6
TOTAL	**20**	**100.0**	**42602**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 5-10 Training in Relation to Technological Change				
00 No provision	12	60.0	10459	24.6
01 Company program	-	-	-	-
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	-	-	-	-
04 Training or retraining mentioned but not specified	7	35.0	31869	74.8
05 Other	1	5.0	274	0.6
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 5-11 Technological Change: Reopener				
00 No provision	20	100.0	42602	100.0
01 Provision	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 5-12 Technological Change: Relocation Allowance				
00 No provision	20	100.0	42602	100.0
01 Employer pays full cost	-	-	-	-
02 Employer pays percentage of cost	-	-	-	-
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act				
00 No provision	20	100.0	42602	100.0
01 Provision	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 6-01 Frequency of Deferred Wage Increases				
00 No wage adjustment deferred during life of agreement	1	5.0	250	0.6
01 Wage adjustment every six months	12	60.0	7187	16.9
02 Wage adjustment yearly	-	-	-	-
03 Irregularly scheduled wage increases	7	35.0	35165	82.5
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 6-02 Other Wage Adjustments				
00 No provision	19	95.0	42352	99.4
01 Date specified, amount determined later	1	5.0	250	0.6
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 6-03 Severance Pay				
00 No provision	11	55.0	8994	21.1
01 Severance pay plan	8	40.0	33334	78.2
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	-	-	-	-
04 Plan exists: no details	-	-	-	-
05 Other	1	5.0	274	0.6
TOTAL	**20**	**100.0**	**42602**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 6-04 Supplementary Unemployment Benefits				
00 No provision	20	100.0	42602	100.0
01 Provision	-	-	-	-
TOTAL	20	100.0	42602	100.0
FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	12	60.0	9268	21.8
01 Less than one year	5	25.0	32069	75.3
02 1 year	-	-	-	-
03 2 years	-	-	-	-
04 3 years	-	-	-	-
05 5 years	-	-	-	-
06 10 years	2	10.0	1015	2.4
07 Other	1	5.0	250	0.6
TOTAL	20	100.0	42602	100.0
FIELD 6-06 Accumulation of Severance Pay				
00 No provision	11	55.0	8994	21.1
01 1 day's pay per year of service	-	-	-	-
02 1 week's pay per year of service	1	5.0	400	0.9
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	-	-	-	-
04 Varies according to length of service	6	30.0	32319	75.9
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	2	10.0	889	2.1
TOTAL	20	100.0	42602	100.0
FIELD 6-07 Maximum Accumulation of Severance Pay				
00 No provision	12	60.0	9609	22.6
01 Less than 20 weeks' pay	3	15.0	950	2.2
02 20 weeks' pay	-	-	-	-
03 21 - 25 weeks' pay	1	5.0	250	0.6
04 26 - 29 weeks' pay	2	10.0	31100	73.0
05 30 - 52 weeks' pay	-	-	-	-
06 No maximum	1	5.0	419	1.0
07 Other	1	5.0	274	0.6
TOTAL	20	100.0	42602	100.0
FIELD 6-08 COLA				
00 No provision	19	95.0	41987	98.6
01 Provision exists and is effective during agreement	-	-	-	-
02 Provision exists and is to be implemented at a later date	1	5.0	615	1.4
TOTAL	20	100.0	42602	100.0
FIELD 6-09 COLA: Frequency				
00 No provision	19	95.0	41987	98.6
01 Automatic monthly adjustment	-	-	-	-
02 Automatic quarterly adjustment	-	-	-	-
03 Automatic semi-annually adjustment	-	-	-	-
04 Automatic annual adjustment	-	-	-	-
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	-	-	-	-
07 Review at irregular intervals	-	-	-	-
08 Cannot determine	1	5.0	615	1.4
09 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

SECTION 7- REGULAR HOURS AND DAYS OF WORK

FIELD 7-01 Normal Daily Work Hours - Non-Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			22609	80.2
04 7 1/4 hours			-	-
05 7 1/2 hours			-	-
06 7 3/4 hours			-	-
07 8 hours			4618	16.4
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			963	3.4
TOTAL			**28190**	**100.0**

FIELD 7-02 Normal Daily Work Hours - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			14212	98.6
04 7 1/4 hours			-	-
05 7 1/2 hours			-	-
06 7 3/4 hours			200	1.4
07 8 hours			-	-
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			**14412**	**100.0**

FIELD 7-03 Normal Weekly Work Days - Non-Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			1100	3.9
01 Office employees only			-	-
02 3 days			-	-
03 4 days			963	3.4
04 5 days			26127	92.7
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			**28190**	**100.0**

FIELD 7-04 Normal Weekly Work Days - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			-	-
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			14412	100.0
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			**14412**	**100.0**

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
FIELD 7-05 Normal Weekly Work Hours - Non-office Employees				
00 No provision			-	-
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			22609	80.2
04 37.5 hours			-	-
05 40 hours			4618	16.4
06 More than 40 hours			206	0.7
07 Other			757	2.7
TOTAL			**28190**	**100.0**
FIELD 7-06 Normal Weekly Work Hours - Office Employees				
00 No provision			-	-
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			14212	98.6
04 37.5 hours			200	1.4
05 40 hours			-	-
06 More than 40 hours			-	-
07 Other			-	-
TOTAL			**14412**	**100.0**
FIELD 7-07 Days Off Per Week				
00 No provision	2	10.0	1857	4.4
01 2 Days (consecutive)	17	85.0	40539	95.2
02 2 days (not consecutive)	-	-	-	-
03 3 days (consecutive)	1	5.0	206	0.5
04 3 days (not consecutive)	-	-	-	-
05 4 days	-	-	-	-
06 Varied for continuous or non-continuous operations	-	-	-	-
07 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 7-08 Reporting Pay - Work Not Commenced				
00 No provision	10	50.0	36742	86.2
01 2 hours' pay (or Employment Standards Act)	9	45.0	5441	12.8
02 3 hours' pay	1	5.0	419	1.0
03 4 hours' pay	-	-	-	-
04 Full shift's pay	-	-	-	-
05 Other (includes no provision)	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 7-09 Reporting Pay - Work Has Commenced				
00 No provision	10	50.0	36742	86.2
01 4 hours' pay (or Employment Standards Act)	9	45.0	5441	12.8
02 More than 4 hours' pay but less than full shift's pay	1	5.0	419	1.0
03 Full shift's pay	-	-	-	-
04 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 7-10 Paid Rest Periods				
00 No provision	6	30.0	3377	7.9
01 2 for a total of 20 minutes	8	40.0	5451	12.8
02 2 for a total of 30 minutes	6	30.0	33774	79.3
03 2 for a total of 40 minutes	-	-	-	-
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	-	-	-	-
06 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	45.0	5933	13.9
01 Less than one day (24 hours)	-	-	-	-
02 One day (24 hours)	1	5.0	419	1.0
03 More than one day, less than 3	4	20.0	4461	10.5
04 3 days to less than 7	2	10.0	500	1.2
05 7 to 14 days	1	5.0	30000	70.4
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	2	10.0	674	1.6
08 Other	1	5.0	615	1.4
TOTAL	20	100.0	42602	100.0

FIELD 7-12 Portal-to-Portal

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	100.0	42602	100.0
01 Provision	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	100.0	42602	100.0
01 Provision	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 7-14 Flexible Starting/Quitting Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	70.0	7907	18.6
01 Provision	6	30.0	34695	81.4
TOTAL	20	100.0	42602	100.0

FIELD 7-15 Compressed Work Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	30.0	1893	4.4
01 3 day week in progress	-	-	-	-
02 4 day week in progress	4	20.0	2077	4.9
03 Alternating 4, 5, in progress	2	10.0	638	1.5
04 To commence during term of agreement	-	-	-	-
05 Under study	2	10.0	2407	5.6
06 Other	6	30.0	35587	83.5
TOTAL	20	100.0	42602	100.0

SECTION 8- OVERTIME AND PREMIUM PAY

FIELD 8-01 Overtime Rate after Normal Daily Work Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1.5 x	1	5.0	757	1.8
01 1.5 x for 1 hour, then 2 x	1	5.0	419	1.0
02 1.5 x for 2 hours, then 2 x	14	70.0	39526	92.8
03 1.5 x for 3 hours, then 2 x	3	15.0	800	1.9
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	-	-	-	-
07 Other	1	5.0	1100	2.6
TOTAL	20	100.0	42602	100.0

FIELD 8-02 Overtime Rate after Normal Weekly Work Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1.5 x	1	5.0	757	1.8
01 1.5 x for 1 hour, then 2 x	-	-	-	-
02 1.5 x for 2 hours, then 2 x	15	75.0	39945	93.8
03 1.5 x for 3 hours, then 2 x	3	15.0	800	1.9
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	-	-	-	-
07 Other	1	5.0	1100	2.6
TOTAL	20	100.0	42602	100.0

FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	15.0	1929	4.5
01 1.5 x	1	5.0	250	0.6
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	1	5.0	615	1.4
04 1.5 x for 3 hours, then 2 x	-	-	-	-
05 1.5 x for 4 hours, then 2 x	-	-	-	-
06 2 x	11	55.0	38010	89.2
07 Other	4	20.0	1798	4.2
TOTAL	20	100.0	42602	100.0

FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	15.0	1929	4.5
01 1.5 x	-	-	-	-
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	14	70.0	38063	89.3
06 3 x	1	5.0	1362	3.2
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	2	10.0	1248	2.9
TOTAL	20	100.0	42602	100.0

FIELD 8-05 Overtime Compensation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	5.0	200	0.5
01 Pay only	-	-	-	-
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	19	95.0	42402	99.5
04 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 8-06 Right to Refuse Overtime

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	90.0	10102	23.7
01 Right to refuse	-	-	-	-
02 No right to refuse	-	-	-	-
03 Overtime compulsory in cases of emergency	2	10.0	32500	76.3
04 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 8-07 Distribution of Overtime

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	16	80.0	9433	22.1
01 Based on seniority	-	-	-	-
02 Shared among all employees	3	15.0	32919	77.3
03 Other	1	5.0	250	0.6
TOTAL	20	100.0	42602	100.0

FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	15	75.0	39581	92.9
01 No premium rate for regular Saturday work (ie. straight time)	5	25.0	3021	7.1
02 1.5 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	-	-	-	-
06 Flat amount per hour or day	-	-	-	-
07 Percentage of regular rate	-	-	-	-
08 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	15	75.0	39581	92.9
01 No premium rate for regular Sunday work (ie. straight time)	3	15.0	1987	4.7
02 1.5 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	-	-	-	-
06 Flat amount per hour or day	1	5.0	615	1.4
07 Percentage of regular rate	1	5.0	419	1.0
08 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 8-10 Call-in (Call-Back) Pay Guarantee

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	10.0	1300	3.1
01 Minimum of 2 hours a straight time	-	-	-	-
02 Minimum of 3 hours at straight time	-	-	-	-
03 Minimum of 4 hours at straight time	-	-	-	-
04 More than 4 hours pay at straight time	1	5.0	250	0.6
05 Minimum of 2 hours at overtime rate	4	20.0	1558	3.7
06 Minimum of 3 hours at overtime rate	12	60.0	39346	92.4
07 Minimum of 4 hours at overtime rate	1	5.0	148	0.3
08 More than 4 hours' pay at overtime rate	-	-	-	-
09 Overtime rate, no minimum guarantee	-	-	-	-
10 1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11 2 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
12 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 8-11 Paid Meal Period

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	12	60.0	5661	13.3
01 On overtime, call-in, holiday work, etc.	7	35.0	36667	86.1
02 On designated shifts	-	-	-	-
03 1 and 2	-	-	-	-
04 Other	1	5.0	274	0.6
TOTAL	20	100.0	42602	100.0

FIELD 8-12 Meal Allowance on Overtime or Call-in

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	10	50.0	4651	10.9
01 Less than $5.00	-	-	-	-
02 $5.00 - $5.99	-	-	-	-
03 $6.00 - $6.99	1	5.0	419	1.0
04 $7.00 - $7.99	5	25.0	4167	9.8
05 $8.00 and more	2	10.0	32500	76.3
06 Meal provided	2	10.0	865	2.0
07 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.				
00 No provision	12	60.0	7811	18.3
01 1.5 x	3	15.0	30764	72.2
02 1.5 x followed by a higher rate	-	-	-	-
03 2 x	5	25.0	4027	9.5
04 Flat amount	-	-	-	-
05 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 8-14 Stand-by Pay				
00 No provision	7	35.0	4461	10.5
01 Provision	13	65.0	38141	89.5
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work				
00 No provision	10	50.0	38069	89.4
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	-	-	-	-
02 Flat amount per hour in addition or regular wages	9	45.0	4183	9.8
03 Percentage of regular rate	-	-	-	-
04 Reduced shift	-	-	-	-
05 Other	1	5.0	350	0.8
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 8-16 Second Shift Premium				
00 No provision	3	15.0	2063	4.8
01 Under $0.30	2	10.0	1114	2.6
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	14	70.0	39175	92.0
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1/2 hour's pay per shift	1	5.0	250	0.6
07 1 hour's pay per shift	-	-	-	-
08 Percentage of hourly wage rate	-	-	-	-
09 Flat amount per shift	-	-	-	-
10 Flat amount per shift plus hourly differential	-	-	-	-
11 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 8-17 Third Shift Premium				
00 No provision	8	40.0	5382	12.6
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	10	50.0	36551	85.8
04 $0.70 - $0.89	1	5.0	419	1.0
05 $0.90 - $1.24	-	-	-	-
06 $1.25 and over	-	-	-	-
07 1/2 hour's pay per shift	1	5.0	250	0.6
08 1 hour's pay per shift	-	-	-	-
09 2 hour's pay per shift	-	-	-	-
10 Percentage of hourly wage rate	-	-	-	-
11 Flat amount per shift	-	-	-	-
12 Flat amount per shift plus hourly differential	-	-	-	-
13 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 8-18 Split Shift Premium

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	15	75.0	39241	92.1
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	1	5.0	274	0.6
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	2	10.0	1737	4.1
07 Flat amount per shift	-	-	-	-
08 Percentage of hourly wage rate	-	-	-	-
09 Split shift prohibited	1	5.0	250	0.6
10 Other	1	5.0	1100	2.6
TOTAL	20	100.0	42602	100.0

FIELD 8-19 Mileage Allowance for Use of Private Car

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No Provision	13	65.0	7614	17.9
01 Provision	7	35.0	34988	82.1
TOTAL	20	100.0	42602	100.0

FIELD 8-20 Isolation/Northern Allowance

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	17	85.0	9002	21.1
01 Provision	3	15.0	33600	78.9
TOTAL	20	100.0	42602	100.0

SECTION 9- PAID HOLIDAYS

FIELD 9-01 Number of Paid (Statutory and Floating per Year)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 8 days or less	-	-	-	-
02 9 days	-	-	-	-
03 10 days	-	-	-	-
04 11 days	19	95.0	41987	98.6
05 12 days	1	5.0	615	1.4
06 13 days	-	-	-	-
07 14 days	-	-	-	-
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 9-02 Requirements to Qualify for Paid Holiday

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	13	65.0	40094	94.1
01 Minimum length of service	6	30.0	2089	4.9
02 Work on scheduled day before holiday	-	-	-	-
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	1	5.0	419	1.0
05 Work scheduled either day before or day after holiday	-	-	-	-
06 Minimum length of service plus 2, 3, 4 or 5	-	-	-	-
07 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	12	60.0	39844	93.5
01 Less than 1 month	4	20.0	1534	3.6
02 1 month	4	20.0	1224	2.9
03 2 months	-	-	-	-
04 More than 2 months	-	-	-	-
05 Designated number of shifts or hours	-	-	-	-
06 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 9-04 Premium Rate on a Scheduled Holiday

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	10.0	1300	3.1
01 Another day off	-	-	-	-
02 1.5 x for hours worked plus holiday pay or another day off	8	40.0	4857	11.4
03 2x for hours worked plus holiday pay or another day off	10	50.0	36445	85.5
04 2.5 x for hours worked plus holiday pay or another day off	-	-	-	-
05 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 9-05 Paid Holiday Falling on Scheduled Day Off

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 Another paid day off such as preceding Friday, or following Monday	17	85.0	40050	94.0
02 An extra day's pay	-	-	-	-
03 1 or 2	3	15.0	2552	6.0
04 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 9-06 Paid Holiday Falling Within Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	5	25.0	3998	9.4
01 Another paid Day off	13	65.0	37263	87.5
02 Another day's pay	-	-	-	-
03 1 or 2	2	10.0	1341	3.1
04 Not granted	-	-	-	-
TOTAL	20	100.0	42602	100.0

SECTION 10- PAID ANNUAL VACATION

FIELD 10-01 Vacation Entitlement During First Year of Employment

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	2	10.0	550	1.3
01 Takes all of vacation earned for full year's service	-	-	-	-
02 One week after six months	-	-	-	-
03 Graduated according to length of service	17	85.0	41633	97.7
04 Other	1	5.0	419	1.0
TOTAL	20	100.0	42602	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-02 Maximum Annual Paid Vacation				
00 No provision	-	-	-	-
01 2 weeks	-	-	-	-
02 3 weeks	-	-	-	-
03 4 weeks	-	-	-	-
04 5 weeks	1	5.0	757	1.8
05 6 weeks	16	80.0	38720	90.9
06 7 weeks	2	10.0	2706	6.4
07 8 weeks and over	-	-	-	-
08 Other	1	5.0	419	1.0
TOTAL	20	100.0	**42602**	**100.0**
FIELD 10-03 Years of Service for Three Weeks Paid Vacation				
00 No provision	-	-	-	-
01 Minimum greater than three weeks	2	10.0	3600	8.5
02 1 year	15	75.0	37789	88.7
03 2 years	2	10.0	1007	2.4
04 3 years	-	-	-	-
05 4 years	-	-	-	-
06 5 years	-	-	-	-
07 6 years	-	-	-	-
08 Not specified, cannot determine	1	5.0	206	0.5
09 Other	-	-	-	-
TOTAL	20	100.0	**42602**	**100.0**
FIELD 10-04 Years of Service for Four Weeks Paid Vacation				
00 No provision	-	-	-	-
01 One year of service	2	10.0	3600	8.5
02 Two Years	1	5.0	206	0.5
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	1	5.0	250	0.6
06 Six Years	-	-	-	-
07 Seven Years	4	20.0	1979	4.6
08 Eight Years	3	15.0	30550	71.7
09 Nine Years	8	40.0	5260	12.3
10 Ten Years	1	5.0	757	1.8
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	20	100.0	**42602**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-05 Years of Service for Five Weeks Paid Vacation				
00 No provision	-	-	-	-
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	1	5.0	2500	5.9
10 Ten Years	1	5.0	206	0.5
11 Eleven Years	1	5.0	1100	2.6
12 Twelve Years	2	10.0	30250	71.0
13 Thirteen Years	-	-	-	-
14 Fourteen Years	1	5.0	250	0.6
15 Fifteen Years	3	15.0	1729	4.1
16 Sixten Years	2	10.0	550	1.3
17 Seventeen Years	7	35.0	4841	11.4
18 Eighteen Years	1	5.0	419	1.0
19 Nineteen Years	-	-	-	-
20 Twenty Years	1	5.0	757	1.8
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 10-06 Years of Service for Six Weeks Paid Vacation				
00 No provision	3	15.0	1382	3.2
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	1	5.0	2500	5.9
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	2	10.0	1350	3.2
20 Twenty Years	2	10.0	30250	71.0
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	1	5.0	966	2.3
23 Twenty-Three Years	2	10.0	763	1.8
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	9	45.0	5391	12.7
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 10-07 Year of Service for Seven Weeks Paid Vacation				
00 No provision	18	90.0	39896	93.6
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	1	5.0	2500	5.9
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	5.0	206	0.5
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	20	100.0	42602	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-08 Year of Service for Eight Weeks Paid Vacation				
00 No provision	20	100.0	42602	100.0
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	20	100.0	42602	100.0
FIELD 10-09 Annual Vacation Pay				
00 No provision	2	10.0	1998	4.7
01 Regular pay	13	65.0	38445	90.2
02 Percentage of yearly gross earnings	1	5.0	419	1.0
03 1 or 2, whichever is greatest	2	10.0	500	1.2
04 Other	2	10.0	1240	2.9
TOTAL	20	100.0	42602	100.0
FIELD 10-10 Vacation Carry-Over				
00 No provision	7	35.0	2852	6.7
01 With limitations	13	65.0	39750	93.3
02 Without limitations	-	-	-	-
03 Not allowed	-	-	-	-
04 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 10-11 Special Extended Vacations

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	40.0	35091	82.4
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	12	60.0	7511	17.6
03 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

SECTION 11- LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 Bereavement Leave (Immediate Family)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	15.0	1650	3.9
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	11	55.0	7522	17.7
04 4 days	-	-	-	-
05 5 days	4	20.0	33000	77.5
06 Leave varies depending on circumstances	2	10.0	430	1.0
07 Leave mentioned, length not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 11-02 Leave for Court or Jury Duty

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	4	20.0	2700	6.3
01 Provision for employee to receive full regular pay	15	75.0	39754	93.3
02 Other (not specified or less than full regular pay)	1	5.0	148	0.3
TOTAL	20	100.0	42602	100.0

FIELD 11-03 Leave for Union Business Other than Handling of Grievances

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Paid leave	1	5.0	757	1.8
02 Unpaid leave	4	20.0	31659	74.3
03 Paid or unpaid leave - depends on circumstances	14	70.0	9086	21.3
04 Other	1	5.0	1100	2.6
TOTAL	20	100.0	42602	100.0

FIELD 11-04 Paid Leave: Marriage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	90.0	10102	23.7
01 Provision exists, but is not specified	-	-	-	-
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	2	10.0	32500	76.3
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 11-05 Eligibility for Maternity Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	13	65.0	7418	17.4
01 1 month's service	-	-	-	-
02 2 to 6 months' service	7	35.0	35184	82.6
03 More than 6 months	-	-	-	-
04 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	35.0	3115	7.3
01 17 weeks	-	-	-	-
02 18 weeks (or as per Employment Standards Act)	2	10.0	889	2.1
03 19 - 25 weeks	-	-	-	-
04 26 weeks	11	55.0	38598	90.6
05 27 - 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	-	-	-	-
08 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-07 Maternity Leave with Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	100.0	42602	100.0
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	-	-	-	-
03 Leave of absence, no pay loss	-	-	-	-
04 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-08 Seniority During Maternity Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	35.0	3115	7.3
01 Seniority retained	3	15.0	893	2.1
02 Seniority accumulated	8	40.0	37629	88.3
03 Not mentioned if seniority retained or accumulated	1	5.0	350	0.8
04 Seniority accumulated up to certain period, then retained	-	-	-	-
05 Other	1	5.0	615	1.4
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-09 Paid Leave: Paternity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	19	95.0	12602	29.6
01 Not specific	-	-	-	-
02 1 day	1	5.0	30000	70.4
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-10 Leave: Adoption

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	40.0	3616	8.5
01 Paid leave	1	5.0	30000	70.4
02 Unpaid leave	10	50.0	6486	15.2
03 Other	1	5.0	2500	5.9
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-11 Leave: Parental

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	100.0	42602	100.0
01 With pay	-	-	-	-
02 Without pay	-	-	-	-
03 Other/Combination	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-12 Leave: Education

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	13	65.0	7067	16.6
01 Leave with full pay	-	-	-	-
02 Leave with partial pay	3	15.0	31519	74.0
03 Leave without pay	-	-	-	-
04 Leave provided, but not specified with or without pay	3	15.0	1516	3.6
05 Other	1	5.0	2500	5.9
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-13 Sick Family Member Care Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	16	80.0	9433	22.1
01 1 day	-	-	-	-
02 2 days	1	5.0	30000	70.4
03 3 days	1	5.0	2500	5.9
04 4 days	-	-	-	-
05 5 days	-	-	-	-
06 Provided for, but deducted from sick leave	2	10.0	669	1.6
07 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	30.0	5603	13.2
01 Employee totally responsible for contributions	1	5.0	419	1.0
02 Employee partly responsible (make up share of contribution during or after absence)	6	30.0	2153	5.1
03 Employer totally responsible for contributions	-	-	-	-
04 Mentioned but not specified	1	5.0	350	0.8
05 Other	6	30.0	34077	80.0
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 11-15 Personal Leave of Absence (unpaid)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	50.0	5002	11.7
01 Provision	10	50.0	37600	88.3
TOTAL	**20**	**100.0**	**42602**	**100.0**

SECTION 12- HEALTH AND WELFARE PROVISIONS

FIELD 12-01 Type of Health and Welfare Coverage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Health and welfare fund	-	-	-	-
02 Series of plans	20	100.0	42602	100.0
03 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 12-02 Service Requirement to Qualify for Health and Welfare

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	15.0	767	1.8
01 Immediately on being employed	3	15.0	31366	73.6
02 1 month	-	-	-	-
03 3 months	2	10.0	524	1.2
04 6 months	4	20.0	3879	9.1
05 1 year	-	-	-	-
06 Varies according to particular benefit	8	40.0	6066	14.2
07 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 12-03 Employer Contribution to Health and Welfare Fund

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No health and welfare fund	20	100.0	42602	100.0
01 Under $0.40	-	-	-	-
02 $0.40 - $0.49	-	-	-	-
03 $0.50 - $0.74	-	-	-	-
04 $0.75 - $0.99	-	-	-	-
05 $1.00 - $1.25	-	-	-	-
06 $1.26 and over	-	-	-	-
07 Fund mentioned but amount not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-04 Employer Contribution to Basic Health Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Plan not mentioned in agreement	-	-	-	-
01 100% of premium	9	45.0	35964	84.4
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	2	10.0	650	1.5
04 Less than 75% but more than 50% of premium	5	25.0	4198	9.9
05 50% of premium	3	15.0	1516	3.6
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	1	5.0	274	0.6
09 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
10 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-05 Employer Contribution to Extended Health Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Plan not mentioned in agreement	1	5.0	400	0.9
01 100% of premium	7	35.0	35201	82.6
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	1	5.0	250	0.6
04 Less than 75% but more than 50% of premium	5	25.0	4198	9.9
05 50% of premium	5	25.0	2279	5.3
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	1	5.0	274	0.6
09 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
10 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-06 Type of Paid Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Plan not mentioned in agreement	-	-	-	-
01 Flat allowance (in time per month, year, etc.)	7	35.0	4473	10.5
02 Graduated allowance according to service	2	10.0	498	1.2
03 Short term illness or injury plan	6	30.0	34444	80.9
04 Weekly indemnity plan	3	15.0	2011	4.7
05 Both sick leave and weekly indemnity plan	1	5.0	419	1.0
06 Other	1	5.0	757	1.8
TOTAL	20	100.0	42602	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-07 Number of Days Paid Sick Leave Per Year				
00 No provision	9	45.0	36455	85.6
01 1 to 6 days	-	-	-	-
02 7 to 12 days	-	-	-	-
03 13 to 15 days	1	5.0	419	1.0
04 16 to 18 days	4	20.0	1515	3.6
05 19 or more days	2	10.0	2758	6.5
06 Varies with length of service	3	15.0	698	1.6
07 Other	1	5.0	757	1.8
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave				
00 No provision	10	50.0	37212	87.3
01 30 days or less	-	-	-	-
02 31 days to 90 days	-	-	-	-
03 91 days to 120 days	4	20.0	3007	7.1
04 121 days to 150 days	2	10.0	600	1.4
05 151 days to 200 days	1	5.0	419	1.0
06 201 days to 250 days	1	5.0	250	0.6
07 More than 250 days	-	-	-	-
08 Unlimited accumulation	2	10.0	1114	2.6
09 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 12-09 Conversion of Unused Sick Leave				
00 No provision	12	60.0	39463	92.6
01 Annual conversion to cash or days off	1	5.0	615	1.4
02 Full conversion to cash or days off on retirement or termination	-	-	-	-
03 Partial conversion to cash or days off on retirement or termination	3	15.0	817	1.9
04 Combination	-	-	-	-
05 Other	4	20.0	1707	4.0
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity				
00 No provision	15	75.0	39072	91.7
01 100% of premium	1	5.0	1100	2.6
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	1	5.0	419	1.0
05 50% of premium	1	5.0	274	0.6
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	-	-	-	-
09 Other	2	10.0	1737	4.1
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 12-11 Maximum Period of Sickness Weekly Indemnity				
00 No provision	15	75.0	39072	91.7
01 Less than 12 weeks	-	-	-	-
02 13 weeks	-	-	-	-
03 26 weeks	4	20.0	2430	5.7
04 39 weeks	1	5.0	1100	2.6
05 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 12-12 Maximum Amount of Sickness Weekly Benefits

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	13	65.0	6572	15.4
01 $400 or less	-	-	-	-
02 $401 to $500	-	-	-	-
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	4	20.0	34237	80.4
06 Equal to maximum unemployment insurance benefit	1	5.0	419	1.0
07 Varies according to earnings	2	10.0	1374	3.2
08 Plan mentioned, but amount not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-13 Long-Term Income Continuance Insurance Plan

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	6	30.0	4780	11.2
01 Provision	14	70.0	37822	88.8
TOTAL	20	100.0	42602	100.0

FIELD 12-14 Employer Contribution to Life Insurance Plan

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	2	10.0	638	1.5
01 100% of premium	6	30.0	34813	81.7
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	1	5.0	400	0.9
04 Less than 75% but more than 50% of premium	5	25.0	4198	9.9
05 50% of premium	6	30.0	2553	6.0
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-15 Amount of Life Insurance Benefits

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	2	10.0	638	1.5
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	-	-	-	-
03 $40,000 to $59,999	3	15.0	875	2.1
04 $60,000 to $74,999	3	15.0	33600	78.9
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	11	55.0	6732	15.8
07 Plan mentioned but amount not specified	1	5.0	757	1.8
08 Health and Welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	9	45.0	6408	15.0
01 100% of premium	5	25.0	31988	75.1
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	10.0	669	1.6
05 50% of premium	2	10.0	889	2.1
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	2	10.0	2648	6.2
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	45.0	6408	15.0
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	2	10.0	638	1.5
03 $40,000 to $59,999	2	10.0	669	1.6
04 $60,000 to $74,999	1	5.0	1100	2.6
05 $75,000 and over	-	-	-	-
06 Varies according to earnings	3	15.0	1139	2.7
07 Plan mentioned but amount not specified	3	15.0	32648	76.6
08 Health and Welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-18 Employer Contribution to Dental Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	5.0	250	0.6
01 100% of premium	8	40.0	35349	83.0
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	2	10.0	650	1.5
04 Less than 75% but more than 50% of premium	5	25.0	4914	11.5
05 50% of premium	3	15.0	1165	2.7
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	-	-	-	-
08 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
09 Other	1	5.0	274	0.6
TOTAL	20	100.0	42602	100.0

FIELD 12-19 Type of Dental Work Covered

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	5.0	250	0.6
01 Basic A	-	-	-	-
02 Basic and extended; A and B	3	15.0	824	1.9
03 Basic and orthodontics; A and C	-	-	-	-
04 Basic, extended and orthodontics; A, B and C	15	75.0	41278	96.9
05 Plan mentioned but details not specified	1	5.0	250	0.6
06 Health and welfare fund mentioned but individual benefits not specified	-	-	-	-
07 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-20 Availability of Pension Fund/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	5.0	615	1.4
01 Provision	19	95.0	41987	98.6
TOTAL	20	100.0	42602	100.0

FIELD 12-21 Administration of Pension Funds/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	15.0	1434	3.4
01 Union	-	-	-	-
02 Management	-	-	-	-
03 Joint union/management administration	-	-	-	-
04 Administered by separate trustees	-	-	-	-
05 Municipal/Provincial Government	17	85.0	41168	96.6
06 Other	-	-	-	-
TOTAL	20	100.0	42602	100.0

FIELD 12-22 Retirement Age Practices

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	60.0	40074	94.1
01 Provision	8	40.0	2528	5.9
TOTAL	20	100.0	42602	100.0

FIELD 12-23 Employer Contribution to RRSP

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	100.0	42602	100.0
01 Provision	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES

FIELD 13-01 Initial Presentation of Grievance to Management

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 By employee without union representative present	4	20.0	1331	3.1
02 By employees with union representative	1	5.0	250	0.6
03 By employees choice of with or without union representative	7	35.0	36192	85.0
04 By union representative	2	10.0	354	0.8
05 By grievance committee	1	5.0	400	0.9
06 By written notice	4	20.0	3318	7.8
07 By one of several alternative procedures	-	-	-	-
08 Other	1	5.0	757	1.8
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 13-02 Length of Time to Initiate Grievance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	1	5.0	966	2.3
01 72 hours or less	1	5.0	274	0.6
02 5 days	1	5.0	615	1.4
03 1 week	4	20.0	1632	3.8
04 10 days	-	-	-	-
05 2 weeks	2	10.0	1737	4.1
06 3 weeks	1	5.0	1792	4.2
07 1 month	7	35.0	34548	81.1
08 2 months	-	-	-	-
09 Varies by type of grievance	-	-	-	-
10 Other	3	15.0	1038	2.4
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	60.0	7044	16.5
01 Provision	8	40.0	35558	83.5
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 13-04 Status Quo Ante in Discipline Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	19	95.0	42328	99.4
01 Provision	1	5.0	274	0.6
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 13-05 Clearing an Employee Record in Disciplinary Cases

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	19	95.0	41502	97.4
01 Provision	1	5.0	1100	2.6
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	70.0	8402	19.7
01 Provision	6	30.0	34200	80.3
TOTAL	**20**	**100.0**	**42602**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-07 Arbitration				
00 As required by legislation	-	-	-	-
01 Single arbitrator	2	10.0	1248	2.9
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	14	70.0	8035	18.9
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	4	20.0	33319	78.2
06 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 13-08 Officer Appointment by Labour Relations				
00 Not prohibited (or no mention)	20	100.0	42602	100.0
01 Specifically prohibited by the Agreement	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 13-09 Reference to Section 112 Labour Code, Share				
00 No provision	17	85.0	41659	97.8
01 Provision	3	15.0	943	2.2
TOTAL	**20**	**100.0**	**42602**	**100.0**
SECTION 14- OCCUPATIONAL SAFETY AND HEALTH				
FIELD 14-01 Occupational Safety and Health				
00 No provision	4	20.0	1594	3.7
01 Joint safety committee	15	75.0	40251	94.5
02 Other	1	5.0	757	1.8
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 14-02 Safety Committee Functions				
00 No safety committee provision	5	25.0	2351	5.5
01 Safety committee functions not specified	10	50.0	5786	13.6
02 Right to call special/emergency meetings	2	10.0	865	2.0
03 Right to initiate action on recommendations	-	-	-	-
04 Right to undertake inspections	1	5.0	2500	5.9
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	-	-	-	-
07 Combination of 2, 3 and 4	2	10.0	31100	73.0
08 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 14-03 Pay for Time Spent on Safety Committee				
00 No safety committee provision	10	50.0	3989	9.4
01 No provision for pay of safety committee	8	40.0	6113	14.3
02 Provision for pay of safety committee	2	10.0	32500	76.3
TOTAL	**20**	**100.0**	**42602**	**100.0**
FIELD 14-04 Safety Equipment and Protective Clothing				
00 No provision	12	60.0	36992	86.8
01 Equipment supplied at no cost to employee	6	30.0	5212	12.2
02 Equipment supplied at some cost to employee	1	5.0	148	0.3
03 Monetary allowance provided for percentage of equipment, replacement at some cost	1	5.0	250	0.6
04 Other	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 14-05 Right to Refuse Dangerous Working Conditions

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	75.0	8333	19.6
01 Provision	5	25.0	34269	80.4
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 14-06 Video Display Terminals

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	85.0	11737	27.6
01 Pregnant employees right to be reassigned or take leave of absence	1	5.0	250	0.6
02 Restriction on hours/rest breaks	-	-	-	-
03 Combination of 1 and 2	1	5.0	30000	70.4
04 Other	1	5.0	615	1.4
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 14-07 Employee Assistance Program

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	16	80.0	9433	22.1
01 Provision	4	20.0	33169	77.9
TOTAL	**20**	**100.0**	**42602**	**100.0**

SECTION 15- MISCELLANEOUS PROVISIONS

FIELD 15-01 Labour-Management Committee

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	10.0	1723	4.0
01 Provision	18	90.0	40879	96.0
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 15-02 Sexual Harassment

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	35.0	4192	9.8
01 Policy statement only	5	25.0	4167	9.8
02 Policy and/or complaint procedure	8	40.0	34243	80.4
03 Mentioned but not specified	-	-	-	-
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 15-03 Day Care Facilities for Children of Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	19	95.0	42183	99.0
01 Provision	1	5.0	419	1.0
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 15-04 Job Evaluation Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	70.0	7702	18.1
01 Provision	6	30.0	34900	81.9
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 15-05 Moving Expenses or Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	85.0	9002	21.1
01 Provision	3	15.0	33600	78.9
TOTAL	**20**	**100.0**	**42602**	**100.0**

FIELD 15-06 Work Clothing and/or Uniform Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	60.0	6991	16.4
01 Provision	8	40.0	35611	83.6
TOTAL	20	100.0	42602	100.0

FIELD 15-07 Tool Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	60.0	9107	21.4
01 Provision	8	40.0	33495	78.6
TOTAL	20	100.0	42602	100.0

PART II: a
PUBLIC SECTOR

(54 agreements covering 121,563 employees)

SECTION 1- GENERAL INFORMATION

FIELD 1-01 Parties to Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Single local - single employer	40	74.1	37109	30.5
01 Single local - multi-employer or employer's assoc.	9	16.7	46285	38.1
02 Multi-local (same union) and single employer	4	7.4	35669	29.3
03 Multi-local (same union) and multi-employer or employer's association	-	-	-	-
04 Multi-union and single employer	1	1.9	2500	2.1
05 Multi-union and multi-employer or employer's assoc.	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 1-02 Size of Bargaining Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	3	5.6	433	0.4
02 200 - 499 employees	19	35.2	6062	5.0
03 500 - 999 employees	10	18.5	7913	6.5
04 1000 - 4999 employees	18	33.3	36328	29.9
05 5000 - 9999 employees	1	1.9	5000	4.1
06 10,000 or more employees	3	5.6	65827	54.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 1-03 Jurisdiction of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Provincial	53	98.1	119313	98.1
01 Federal	1	1.9	2250	1.9
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 1-04 Sector

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Private	-	-	-	-
01 Public	54	100.0	121563	100.0
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 1-05 Term of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1 year	-	-	-	-
01 More than 1 year, less than 2 years	-	-	-	-
02 2 years	23	42.6	62707	51.6
03 More than 2 years, less than 3 years	1	1.9	1700	1.4
04 3 years	28	51.9	56432	46.4
05 More than 3 years	2	3.7	724	0.6
06 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 1-06 Expiry Date of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1st half of 1990 or earlier	3	5.6	5285	4.3
01 2nd half of 1990	13	24.1	7724	6.4
02 1st half of 1991	11	20.4	45544	37.5
03 2nd half of 1991	15	27.8	42956	35.3
04 1st half of 1992	9	16.7	14835	12.2
05 2nd half of 1992	3	5.6	5219	4.3
06 later than 1992	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 1-07 Geographical Breakdown				
00 East & West Kootenays	1	1.9	100	0.1
01 Okanagan	2	3.7	765	0.6
02 Southern Interior	2	3.7	1888	1.6
03 Lower Coast & Lower Mainland	18	33.3	15221	12.5
04 Vancouver Island	7	13.0	2040	1.7
05 Central Interior	4	7.4	2104	1.7
06 Peace River	-	-	-	-
07 North West	-	-	-	-
08 Two or more Regions	19	35.2	97195	80.0
09 Inter-provincial	1	1.9	2250	1.9
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 1-08 Existence of Continuation Clause				
00 No Provision	3	5.6	2248	1.8
01 Agreement continues from year to year unless notice to terminate is provided	12	22.2	30856	25.4
02 Collective agreement continues during bargaining	10	18.5	37560	30.9
03 Collective agreement continues until strike or lockout	17	31.5	15474	12.7
04 1 and 2	3	5.6	3719	3.1
05 1 and 3	2	3.7	1848	1.5
06 Other	7	13.0	29858	24.6
TOTAL	**54**	**100.0**	**121563**	**100.0**
SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY				
FIELD 2-01 Management Rights Clause				
00 No provision	13	24.1	15061	12.4
01 General statement of management rights	30	55.6	79367	65.3
02 Enumerated list of management rights - residual rights with management	10	18.5	26885	22.1
03 Enumerated list of management rights - residual rights not specified	1	1.9	250	0.2
04 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 2-02 Contracting Out				
00 No provision	18	33.3	15115	12.4
01 Contracting out restricted to other union employees	-	-	-	-
02 Contracting out restricted - no displacement of present employees	21	38.9	88429	72.7
03 Contracting out restricted - payment of union wage rate required	1	1.9	3000	2.5
04 Contracting out restricted (combination of 1, 2 and/or 3)	6	11.1	7676	6.3
05 Contracting out prohibited entirely	1	1.9	1100	0.9
06 Other	7	13.0	6243	5.1
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 2-03 Union Security Clause				
00 No provision	2	3.7	3950	3.2
01 Closed shop	-	-	-	-
02 Union shop	26	48.1	47747	39.3
03 Modified union shop (compulsory membership for new employees)	23	42.6	68121	56.0
04 Maintenance of membership	2	3.7	988	0.8
05 Rand formula	1	1.9	757	0.6
06 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 2-04 Authorization of Dues Check-off				
00 No provision	-	-	-	-
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	28	51.9	53011	43.6
03 Compulsory for all employees (not all employees must be union members)	25	46.3	68106	56.0
05 Compulsory for union members only	1	1.9	446	0.4
06 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.				
00 No provision	19	35.2	20632	17.0
01 Cross picket lines	34	63.0	100538	82.7
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	1	1.9	393	0.3
05 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
SECTION 3- SENIORITY				
FIELD 3-01 Seniority Unit				
00 No provision	1	1.9	148	0.1
01 Union hiring hall	-	-	-	-
02 Employer (plant, bargaining unit)	34	63.0	70496	58.0
03 Department (branch, division)	2	3.7	1737	1.4
04 Craft (occupation)	-	-	-	-
05 Employer & department	4	7.4	4180	3.4
06 Employer and craft	8	14.8	10277	8.5
07 Combination of the above	5	9.3	34725	28.6
08 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 3-02 Length of Probationary Period				
00 No provision	6	11.1	7554	6.2
01 1 calendar month	-	-	-	-
02 2 calendar months	1	1.9	292	0.2
03 3 calendar months	15	27.8	49741	40.9
04 6 calendar months	13	24.1	42190	34.7
05 30 working days	-	-	-	-
06 45 working days	2	3.7	2008	1.7
07 60 working days	3	5.6	3748	3.1
08 240 working days	1	1.9	757	0.6
09 Other	13	24.1	15273	12.6
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 3-03 Seniority Determining Promotion				
00 No provision	3	5.6	1540	1.3
01 Straight seniority	-	-	-	-
02 Governs where qualifications are sufficient	10	18.5	10176	8.4
03 Governs where qualifications are equal	24	44.4	35527	29.2
04 Taken into account with other factors	12	22.2	65954	54.3
05 Other	5	9.3	8366	6.9
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 3-04 Seniority Determining Layoff				
00 No provision	3	5.6	2442	2.0
01 Straight seniority	17	31.5	50231	41.3
02 Governs where qualifications of the retained are sufficient	29	53.7	43225	35.6
03 Governs where qualifications are equal	3	5.6	6392	5.3
04 Taken into account with other factors	2	3.7	19273	15.9
05 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0
FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd				
00 No provision	3	5.6	1111	0.9
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	-	-	-	-
03 72 hours	2	3.7	3950	3.2
04 1 week	2	3.7	674	0.6
05 2 weeks	11	20.4	6809	5.6
06 1 month	15	27.8	33255	27.4
07 Graduated according to length of service	12	22.2	35440	29.2
08 Notice mentioned, length not specified	1	1.9	2500	2.1
09 Other	8	14.8	37824	31.1
TOTAL	54	100.0	121563	100.0
FIELD 3-06 Recall Procedure				
00 No provision	4	7.4	2648	2.2
01 Straight seniority	11	20.4	11091	9.1
02 Seniority governs where qualifications are sufficient	34	63.0	102658	84.4
03 Seniority governs where qualifications are equal	-	-	-	-
04 Seniority considered with other factors	3	5.6	3541	2.9
05 Union hiring hall referral	-	-	-	-
06 Other	2	3.7	1625	1.3
TOTAL	54	100.0	121563	100.0
FIELD 3-07 Loss of Seniority Recall Rights				
00 No provision	4	7.4	3361	2.8
01 Failure to report when notified	3	5.6	17774	14.6
02 After specified period off work	6	11.1	39761	32.7
03 Either failure to report or after a specified period off work	41	75.9	60667	49.9
TOTAL	54	100.0	121563	100.0
FIELD 3-08 Retention of Seniority during Layoff				
00 No provision	4	7.4	3361	2.8
01 Less than 6 months	-	-	-	-
02 6 months	3	5.6	2491	2.0
03 7 to 12 months	-	-	-	-
04 12 months	31	57.4	75652	62.2
05 More than 12 months up to and including 24 months	8	14.8	12548	10.3
06 More than 24 months	5	9.3	7351	6.0
07 Graduated according to length of service	2	3.7	3160	2.6
08 Not specified or indefinite	1	1.9	17000	14.0
09 Seniority lost on layoff	-	-	-	-
10 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0

FIELD 3-09 Retention of Seniority During Illness or Injury

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	27	50.0	28374	23.3
01 Up to 12 months	4	7.4	5313	4.4
02 12 - 24 months	2	3.7	2945	2.4
04 Varies by type of incapacitation	3	5.6	8285	6.8
05 Other	15	27.8	74595	61.4
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 3-10 Seniority on Transfer from Bargaining Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	26	48.1	77800	64.0
01 Seniority lost on transfer	-	-	-	-
02 Seniority retained for a specific period onl	15	27.8	31740	26.1
03 Seniority retained indefinitely	10	18.5	9368	7.7
04 Varies depending on circumstances of transfe	2	3.7	2381	2.0
05 Other	1	1.9	274	0.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	52	96.3	120457	99.1
01 For union officials	-	-	-	-
02 Special skills, apprentices	2	3.7	1106	0.9
03 Combination of alternatives	-	-	-	-
04 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

SECTION 4- JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 Job Posting

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	9.3	2464	2.0
01 Provision	49	90.7	119099	98.0
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	38	70.4	112948	92.9
01 Older workers	-	-	-	-
02 Disabled workers	7	13.0	2139	1.8
03 Combination of older and disabled workers	9	16.7	6476	5.3
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 4-03 Limitation of Part-Time Workers, Trainees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	45	83.3	112293	92.4
01 Provision	9	16.7	9270	7.6
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 4-04 Training or Retraining (Other than Technological Change)				
00 No provision	8	14.8	4700	3.9
01 Apprenticeship	4	7.4	4961	4.1
02 Company provides on-the-job training experiences	6	11.1	3371	2.8
03 Company sponsors off-premises training programs	10	18.5	9164	7.5
04 1 and 2	1	1.9	550	0.5
05 1 and 3	1	1.9	1925	1.6
06 2 and 3	12	22.2	29326	24.1
07 1, 2 and 3	5	9.3	7888	6.5
08 Training at employee initiative - company may or may not reimburse	3	5.6	35148	28.9
09 Labour and management training program	3	5.6	23427	19.3
10 Other	1	1.9	1103	0.9
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 4-05 Journeyman-Apprentice Ratio				
00 No provision	46	85.2	95331	78.4
01 Maximum 1 apprentice for each journeyman	-	-	-	-
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	-	-	-	-
05 Maximum 1 apprentice for each 5 journeymen	-	-	-	-
06 Maximum 1 apprentice for each 6 or more journeymen	-	-	-	-
07 Not specified	8	14.8	26232	21.6
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing				
00 No provision	50	92.6	120256	98.9
01 Reduction in normal hours of work	1	1.9	308	0.3
02 Change in type of work	2	3.7	474	0.4
03 Combination of 1 and 2	1	1.9	525	0.4
04 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 4-07 Rate on Temporary Reassignment				
00 No provision	12	22.2	15077	12.4
01 Regular rate of employee	1	1.9	3000	2.5
02 Rate of temporary job or regular job whichever is greater	32	59.3	99034	81.5
03 Rate of temporary job	7	13.0	3483	2.9
04 Other	2	3.7	969	0.8
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 4-08 Guaranteed Employment or Earnings				
00 No provision	52	96.3	116313	95.7
01 Daily guarantee for some or all employees	2	3.7	5250	4.3
02 Weekly guarantee for some or all employees	-	-	-	-
03 Monthly guarantee for some or all employees	-	-	-	-
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 4-09 Moonlighting

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	50	92.6	114628	94.3
01 Prohibited	2	3.7	5250	4.3
02 Permitted - with restrictions	2	3.7	1685	1.4
03 Permitted - without restrictions	-	-	-	-
04 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 4-10 Classification of Newly-Created Jobs

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	13	24.1	16719	13.8
01 Union-management consultation only	11	20.4	9233	7.6
02 Arbitration if consultation fails	28	51.9	94973	78.1
03 Other	2	3.7	638	0.5
TOTAL	**54**	**100.0**	**121563**	**100.0**

SECTION 5- TECHNOLOGICAL CHANGE

FIELD 5-01 Technological Change, Advance Notice

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	15	27.8	12731	10.5
01 Less than 3 months	3	5.6	47100	38.7
02 3 months	25	46.3	24095	19.8
03 6 months	-	-	-	-
04 More than 6 months	-	-	-	-
05 Notice mentioned - time not specified	10	18.5	34637	28.5
06 Other	1	1.9	3000	2.5
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 5-02 Consultation in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	33.3	31483	25.9
01 Consultation via special labour-management committee	12	22.2	57026	46.9
02 Consultation - details unspecified	22	40.7	30972	25.5
03 Other	2	3.7	2082	1.7
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 5-03 Arbitration of Technological Change Disputes

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	31	57.4	101656	83.6
01 Provision	23	42.6	19907	16.4
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 5-04 Technological Change: Employment Security

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	23	42.6	19041	15.7
01 Straight layoff	2	3.7	3838	3.2
02 Layoff with severance pay or S.U.B.	12	22.2	13953	11.5
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	1	1.9	315	0.3
05 Combination	10	18.5	79302	65.2
06 No reduction in total number of employees	2	3.7	3491	2.9
07 Other	4	7.4	1623	1.3
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	39	72.2	51279	42.2
01 Less than 1 year	10	18.5	43569	35.8
02 1 year	-	-	-	-
03 2 years	1	1.9	1700	1.4
04 3 years	-	-	-	-
05 4 years	-	-	-	-
06 5 years	1	1.9	788	0.6
07 10 years	3	5.6	24227	19.9
08 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 5-06 Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	33	61.1	28257	23.2
01 One week's pay per year of service	9	16.7	7981	6.6
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	-	-	-	-
03 Varies according to length of service	6	11.1	38010	31.3
04 Flat amount (ie. $50/year, or $500 on termination etc.)	-	-	-	-
05 Other	6	11.1	47315	38.9
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 5-07 Maximum Amount of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	32	59.3	26157	21.5
01 Less than 20 weeks' pay	4	7.4	7457	6.1
02 20 - 25 weeks' pay	4	7.4	36715	30.2
03 26 - 29 weeks' pay	3	5.6	33450	27.5
04 30 - 51 weeks' pay	2	3.7	5519	4.5
05 52 weeks' pay or more	2	3.7	3237	2.7
06 No maximum	7	13.0	9028	7.4
07 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 5-08 Technological Change: Notice of Permanent Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	36	66.7	62804	51.7
01 Less than 3 months	4	7.4	22744	18.7
02 3 months or mores, less than 6 months	6	11.1	9037	7.4
03 6 months or more, less than 1 year	1	1.9	1925	1.6
04 Mentioned, not specified	3	5.6	19739	16.2
05 By length of service	3	5.6	4895	4.0
06 Other	1	1.9	419	0.3
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 5-09 Options for Employees Retained

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	22	40.7	18791	15.5
01 Opportunity to be trained or retrained	14	25.9	14830	12.2
02 Maintenance of current wage rate if required to move to lower graded job	1	1.9	17000	14.0
03 Guarantee of only slightly lower pay if moved to lower graded job	2	3.7	2591	2.1
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	14	25.9	68077	56.0
06 Other	1	1.9	274	0.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-10 Training in Relation to Technological Change				
00 No provision	27	50.0	44919	37.0
01 Company program	10	18.5	17739	14.6
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	1	1.9	18827	15.5
04 Training or retraining mentioned but not specified	15	27.8	39804	32.7
05 Other	1	1.9	274	0.2
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 5-11 Technological Change: Reopener				
00 No provision	54	100.0	121563	100.0
01 Provision	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 5-12 Technological Change: Relocation Allowance				
00 No provision	48	88.9	111325	91.6
01 Employer pays full cost	4	7.4	7707	6.3
02 Employer pays percentage of cost	1	1.9	550	0.5
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	1	1.9	1981	1.6
05 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act				
00 No provision	53	98.1	121038	99.6
01 Provision	1	1.9	525	0.4
TOTAL	**54**	**100.0**	**121563**	**100.0**

SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS

FIELD 6-01 Frequency of Deferred Wage Increases				
00 No wage adjustment deferred during life of agreement	1	1.9	250	0.2
01 Wage adjustment every six months	25	46.3	19855	16.3
02 Wage adjustment yearly	10	18.5	16277	13.4
03 Irregularly scheduled wage increases	18	33.3	85181	70.1
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 6-02 Other Wage Adjustments				
00 No provision	52	96.3	118413	97.4
01 Date specified, amount determined later	1	1.9	250	0.2
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	1	1.9	2900	2.4
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 6-03 Severance Pay				
00 No provision	17	31.5	12899	10.6
01 Severance pay plan	33	61.1	105352	86.7
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	3	5.6	3038	2.5
04 Plan exists: no details	-	-	-	-
05 Other	1	1.9	274	0.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 6-04 Supplementary Unemployment Benefits

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	52	96.3	118763	97.7
01 Provision	2	3.7	2800	2.3
TOTAL	54	100.0	121563	100.0

FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	21	38.9	14017	11.5
01 Less than one year	16	29.6	67902	55.9
02 1 year	6	11.1	7796	6.4
03 2 years	1	1.9	1700	1.4
04 3 years	-	-	-	-
05 5 years	1	1.9	788	0.6
06 10 years	6	11.1	28479	23.4
07 Other	3	5.6	881	0.7
TOTAL	54	100.0	121563	100.0

FIELD 6-06 Accumulation of Severance Pay

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	17	31.5	12899	10.6
01 1 day's pay per year of service	1	1.9	100	0.1
02 1 week's pay per year of service	7	13.0	6225	5.1
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	1	1.9	446	0.4
04 Varies according to length of service	18	33.3	53399	43.9
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	10	18.5	48494	39.9
TOTAL	54	100.0	121563	100.0

FIELD 6-07 Maximum Accumulation of Severance Pay

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	20	37.0	15930	13.1
01 Less than 20 weeks' pay	6	11.1	7019	5.8
02 20 weeks' pay	5	9.3	43715	36.0
03 21 - 25 weeks' pay	2	3.7	503	0.4
04 26 - 29 weeks' pay	6	11.1	36247	29.8
05 30 - 52 weeks' pay	5	9.3	8927	7.3
06 No maximum	6	11.1	5878	4.8
07 Other	4	7.4	3344	2.8
TOTAL	54	100.0	121563	100.0

FIELD 6-08 COLA

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	53	98.1	120948	99.5
01 Provision exists and is effective during agreement	-	-	-	-
02 Provision exists and is to be implemented at a later date	1	1.9	615	0.5
TOTAL	54	100.0	121563	100.0

FIELD 6-09 COLA: Frequency

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	53	98.1	120948	99.5
01 Automatic monthly adjustment	-	-	-	-
02 Automatic quarterly adjustment	-	-	-	-
03 Automatic semi-annually adjustment	-	-	-	-
04 Automatic annual adjustment	-	-	-	-
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	-	-	-	-
07 Review at irregular intervals	-	-	-	-
08 Cannot determine	1	1.9	615	0.5
09 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0

SECTION 7- REGULAR HOURS AND DAYS OF WORK

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
FIELD 7-01 Normal Daily Work Hours - Non-Office Employees				
00 No provision			6385	6.9
01 Office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			25148	27.2
04 7 1/4 hours			75	0.1
05 7 1/2 hours			44024	47.6
06 7 3/4 hours			-	-
07 8 hours			10620	11.5
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			6248	6.8
TOTAL			**92500**	**100.0**
FIELD 7-02 Normal Daily Work Hours - Office Employees				
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			19090	67.5
04 7 1/4 hours			4007	14.2
05 7 1/2 hours			4763	16.8
06 7 3/4 hours			200	0.7
07 8 hours			-	-
08 More than 8 hours			-	-
09 Flexible work hours			-	-
10 Other			215	0.8
TOTAL			**28275**	**100.0**
FIELD 7-03 Normal Weekly Work Days - Non-Office Employees				
00 No provision			9870	10.7
01 Office employees only			-	-
02 3 days			-	-
03 4 days			963	1.0
04 5 days			78717	85.1
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			50	0.1
08 Other			2900	3.1
TOTAL			**92500**	**100.0**
FIELD 7-04 Normal Weekly Work Days - Office Employees				
00 No provision			215	0.8
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			27560	97.5
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			500	1.8
08 Other			-	-
TOTAL			**28275**	**100.0**

FIELD 7-05 Normal Weekly Work Hours - Non-office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			8770	9.5
01 Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			25098	27.1
04 37.5 hours			44024	47.6
05 40 hours			10620	11.5
06 More than 40 hours			206	0.2
07 Other			3782	4.1
TOTAL			92500	100.0

FIELD 7-06 Normal Weekly Work Hours - Office Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision			215	0.8
01 Non- Office employees only			-	-
02 Less than 35 hours			-	-
03 35 hours			18590	65.7
04 37.5 hours			4963	17.6
05 40 hours			-	-
06 More than 40 hours			-	-
07 Other			4507	15.9
TOTAL			28275	100.0

FIELD 7-07 Days Off Per Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	13.0	11661	9.6
01 2 Days (consecutive)	39	72.2	104336	85.8
02 2 days (not consecutive)	2	3.7	799	0.7
03 3 days (consecutive)	1	1.9	206	0.2
04 3 days (not consecutive)	-	-	-	-
05 4 days	-	-	-	-
06 Varied for continuous or non-continuous operations	1	1.9	130	0.1
07 Other	4	7.4	4431	3.6
TOTAL	54	100.0	121563	100.0

FIELD 7-08 Reporting Pay - Work Not Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	30	55.6	79975	65.8
01 2 hours' pay (or Employment Standards Act)	21	38.9	39082	32.1
02 3 hours' pay	2	3.7	969	0.8
03 4 hours' pay	1	1.9	1537	1.3
04 Full shift's pay	-	-	-	-
05 Other (includes no provision)	-	-	-	-
TOTAL	54	100.0	121563	100.0

FIELD 7-09 Reporting Pay - Work Has Commenced

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	29	53.7	79922	65.7
01 4 hours' pay (or Employment Standards Act)	22	40.7	40542	33.4
02 More than 4 hours' pay but less than full shift's pay	1	1.9	419	0.3
03 Full shift's pay	-	-	-	-
04 Other	2	3.7	680	0.6
TOTAL	54	100.0	121563	100.0

FIELD 7-10 Paid Rest Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	13	24.1	16612	13.7
01 2 for a total of 20 minutes	10	18.5	8766	7.2
02 2 for a total of 30 minutes	28	51.9	92149	75.8
03 2 for a total of 40 minutes	-	-	-	-
04 Varies with different categories of employees	-	-	-	-
05 Rest period mentioned but not specified	3	5.6	4036	3.3
06 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0

FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	25	46.3	23432	19.3
01 Less than one day (24 hours)	2	3.7	1628	1.3
02 One day (24 hours)	3	5.6	3272	2.7
03 More than one day, less than 3	9	16.7	11071	9.1
04 3 days to less than 7	4	7.4	3957	3.3
05 7 to 14 days	7	13.0	73914	60.8
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	2	3.7	674	0.6
08 Other	2	3.7	3615	3.0
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 7-12 Portal-to-Portal

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	52	96.3	117613	96.8
01 Provision	2	3.7	3950	3.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	53	98.1	120969	99.5
01 Provision	1	1.9	594	0.5
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 7-14 Flexible Starting/Quitting Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	42	77.8	76242	62.7
01 Provision	12	22.2	45321	37.3
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 7-15 Compressed Work Week

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	29	53.7	45694	37.6
01 3 day week in progress	-	-	-	-
02 4 day week in progress	5	9.3	4327	3.6
03 Alternating 4, 5, in progress	2	3.7	638	0.5
04 To commence during term of agreement	1	1.9	5000	4.1
05 Under study	2	3.7	2407	2.0
06 Other	15	27.8	63497	52.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

SECTION 8- OVERTIME AND PREMIUM PAY

FIELD 8-01 Overtime Rate after Normal Daily Work Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1.5 x	3	5.6	4707	3.9
01 1.5 x for 1 hour, then 2 x	2	3.7	806	0.7
02 1.5 x for 2 hours, then 2 x	25	46.3	70855	58.3
03 1.5 x for 3 hours, then 2 x	11	20.4	27214	22.4
04 1.5 x for 4 hours, then 2 x	1	1.9	315	0.3
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	7	13.0	10181	8.4
07 Other	5	9.3	7485	6.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-02 Overtime Rate after Normal Weekly Work Hours

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1.5 x	4	7.4	4837	4.0
01 1.5 x for 1 hour, then 2 x	2	3.7	487	0.4
02 1.5 x for 2 hours, then 2 x	22	40.7	67291	55.4
03 1.5 x for 3 hours, then 2 x	7	13.0	4638	3.8
04 1.5 x for 4 hours, then 2 x	1	1.9	315	0.3
05 1.5 x for 8 hours, then 2 x	2	3.7	22000	18.1
06 2 x	8	14.8	10627	8.7
07 Other	8	14.8	11368	9.4
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	8	14.8	11467	9.4
01 1.5 x	5	9.3	7230	5.9
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	3	5.6	2940	2.4
04 1.5 x for 3 hours, then 2 x	2	3.7	17393	14.3
05 1.5 x for 4 hours, then 2 x	3	5.6	707	0.6
06 2 x	26	48.1	74743	61.5
07 Other	7	13.0	7083	5.8
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	10	18.5	15567	12.8
01 1.5 x	3	5.6	6850	5.6
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	1	1.9	100	0.1
05 2 x	32	59.3	75727	62.3
06 3 x	4	7.4	3886	3.2
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	4	7.4	19433	16.0
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-05 Overtime Compensation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	11.1	8835	7.3
01 Pay only	4	7.4	11293	9.3
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	42	77.8	98407	81.0
04 Other	2	3.7	3028	2.5
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-06 Right to Refuse Overtime

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	38	70.4	37138	30.6
01 Right to refuse	6	11.1	6607	5.4
02 No right to refuse	-	-	-	-
03 Overtime compulsory in cases of emergency	9	16.7	74818	61.5
04 Other	1	1.9	3000	2.5
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-07 Distribution of Overtime

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	38	70.4	70290	57.8
01 Based on seniority	-	-	-	-
02 Shared among all employees	15	27.8	51023	42.0
03 Other	1	1.9	250	0.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday				
00 No provision	40	74.1	71185	58.6
01 No premium rate for regular Saturday work (ie. straight time)	7	13.0	6467	5.3
02 1.5 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	1	1.9	17000	14.0
06 Flat amount per hour or day	6	11.1	26911	22.1
07 Percentage of regular rate	-	-	-	-
08 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday				
00 No provision	38	70.4	68685	56.5
01 No premium rate for regular Sunday work (ie. straight time)	5	9.3	5433	4.5
02 1.5 x	1	1.9	387	0.3
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	1	1.9	1981	1.6
06 Flat amount per hour or day	8	14.8	44658	36.7
07 Percentage of regular rate	1	1.9	419	0.3
08 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 8-10 Call-in (Call-Back) Pay Guarantee				
00 No provision	8	14.8	9352	7.7
01 Minimum of 2 hours a straight time	1	1.9	185	0.2
02 Minimum of 3 hours at straight time	-	-	-	-
03 Minimum of 4 hours at straight time	1	1.9	100	0.1
04 More than 4 hours pay at straight time	1	1.9	250	0.2
05 Minimum of 2 hours at overtime rate	16	29.6	48615	40.0
06 Minimum of 3 hours at overtime rate	19	35.2	53304	43.8
07 Minimum of 4 hours at overtime rate	4	7.4	2458	2.0
08 More than 4 hours' pay at overtime rate	-	-	-	-
09 Overtime rate, no minimum guarantee	2	3.7	3906	3.2
10 1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11 2 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
12 Other	2	3.7	3393	2.8
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 8-11 Paid Meal Period				
00 No provision	30	55.6	37897	31.2
01 On overtime, call-in, holiday work, etc.	21	38.9	81142	66.7
02 On designated shifts	-	-	-	-
03 1 and 2	-	-	-	-
04 Other	3	5.6	2524	2.1
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 8-12 Meal Allowance on Overtime or Call-in				
00 No provision	30	55.6	47573	39.1
01 Less than $5.00	-	-	-	-
02 $5.00 - $5.99	1	1.9	2545	2.1
03 $6.00 - $6.99	1	1.9	419	0.3
04 $7.00 - $7.99	9	16.7	26090	21.5
05 $8.00 and more	6	11.1	39153	32.2
06 Meal provided	6	11.1	5396	4.4
07 Other	1	1.9	387	0.3
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.				
00 No provision	34	63.0	72697	59.8
01 1.5 x	6	11.1	31926	26.3
02 1.5 x followed by a higher rate	1	1.9	2545	2.1
03 2 x	9	16.7	10965	9.0
04 Flat amount	-	-	-	-
05 Other	4	7.4	3430	2.8
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 8-14 Stand-by Pay				
00 No provision	27	50.0	25929	21.3
01 Provision	27	50.0	95634	78.7
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work				
00 No provision	41	75.9	111377	91.6
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	-	-	-	-
02 Flat amount per hour in addition or regular wages	11	20.4	7855	6.5
03 Percentage of regular rate	1	1.9	1981	1.6
04 Reduced shift	-	-	-	-
05 Other	1	1.9	350	0.3
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 8-16 Second Shift Premium				
00 No provision	11	20.4	11971	9.8
01 Under $0.30	4	7.4	1760	1.4
02 $0.30 - $0.49	2	3.7	2350	1.9
03 $0.50 - $0.69	23	42.6	49089	40.4
04 $0.70 - $0.89	5	9.3	42464	34.9
05 $0.90 and over	2	3.7	5387	4.4
06 1/2 hour's pay per shift	1	1.9	250	0.2
07 1 hour's pay per shift	-	-	-	-
08 Percentage of hourly wage rate	5	9.3	6367	5.2
09 Flat amount per shift	1	1.9	1925	1.6
10 Flat amount per shift plus hourly differential	-	-	-	-
11 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 8-17 Third Shift Premium				
00 No provision	17	31.5	15543	12.8
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	3	5.6	2743	2.3
03 $0.50 - $0.69	14	25.9	39904	32.8
04 $0.70 - $0.89	4	7.4	3036	2.5
05 $0.90 - $1.24	7	13.0	47989	39.5
06 $1.25 and over	2	3.7	3806	3.1
07 1/2 hour's pay per shift	1	1.9	250	0.2
08 1 hour's pay per shift	-	-	-	-
09 2 hour's pay per shift	-	-	-	-
10 Percentage of hourly wage rate	5	9.3	6367	5.2
11 Flat amount per shift	1	1.9	1925	1.6
12 Flat amount per shift plus hourly differential	-	-	-	-
13 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-18 Split Shift Premium

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	35	64.8	68708	56.5
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	1	1.9	594	0.5
03 $0.50 - $0.69	2	3.7	1062	0.9
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	2	3.7	1737	1.4
07 Flat amount per shift	1	1.9	253	0.2
08 Percentage of hourly wage rate	1	1.9	3000	2.5
09 Split shift prohibited	8	14.8	44099	36.3
10 Other	4	7.4	2110	1.7
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-19 Mileage Allowance for Use of Private Car

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	22	40.7	19245	15.8
01 Provision	32	59.3	102318	84.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 8-20 Isolation/Northern Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	41	75.9	34880	28.7
01 Provision	13	24.1	86683	71.3
TOTAL	**54**	**100.0**	**121563**	**100.0**

SECTION 9- PAID HOLIDAYS

FIELD 9-01 Number of Paid (Statutory and Floating per Year)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	5.6	5285	4.3
01 8 days or less	-	-	-	-
02 9 days	1	1.9	1100	0.9
03 10 days	-	-	-	-
04 11 days	48	88.9	114463	94.2
05 12 days	2	3.7	715	0.6
06 13 days	-	-	-	-
07 14 days	-	-	-	-
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 9-02 Requirements to Qualify for Paid Holiday

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	29	53.7	96856	79.7
01 Minimum length of service	16	29.6	13970	11.5
02 Work on scheduled day before holiday	1	1.9	446	0.4
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	5	9.3	6869	5.7
05 Work scheduled either day before or day after holiday	1	1.9	3000	2.5
06 Minimum length of service plus 2, 3, 4 or 5	2	3.7	422	0.3
07 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday				
00 No provision	32	59.3	103511	85.2
01 Less than 1 month	11	20.4	5595	4.6
02 1 month	9	16.7	7012	5.8
03 2 months	-	-	-	-
04 More than 2 months	1	1.9	2900	2.4
05 Designated number of shifts or hours	1	1.9	2545	2.1
06 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 9-04 Premium Rate on a Scheduled Holiday				
00 No provision	9	16.7	9591	7.9
01 Another day off	2	3.7	2081	1.7
02 1.5 x for hours worked plus holiday pay or another day off	17	31.5	34415	28.3
03 2x for hours worked plus holiday pay or another day off	25	46.3	56649	46.6
04 2.5 x for hours worked plus holiday pay or another day off	-	-	-	-
05 Other	1	1.9	18827	15.5
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 9-05 Paid Holiday Falling on Scheduled Day Off				
00 No provision	5	9.3	6638	5.5
01 Another paid day off such as preceding Friday, or following Monday	39	72.2	79674	65.5
02 An extra day's pay	4	7.4	12175	10.0
03 1 or 2	4	7.4	3146	2.6
04 Other	2	3.7	19930	16.4
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 9-06 Paid Holiday Falling Within Vacation				
00 No provision	13	24.1	11477	9.4
01 Another paid Day off	38	70.4	108453	89.2
02 Another day's pay	1	1.9	292	0.2
03 1 or 2	2	3.7	1341	1.1
04 Not granted	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
SECTION 10- PAID ANNUAL VACATION				
FIELD 10-01 Vacation Entitlement During First Year of Employment				
00 No provision	9	16.7	7750	6.4
01 Takes all of vacation earned for full year's service	2	3.7	5545	4.6
02 One week after six months	1	1.9	387	0.3
03 Graduated according to length of service	38	70.4	97118	79.9
04 Other	4	7.4	10763	8.9
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 10-02 Maximum Annual Paid Vacation

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	4	7.4	6385	5.3
01	2 weeks	-	-	-	-
02	3 weeks	1	1.9	3000	2.5
03	4 weeks	1	1.9	130	0.1
04	5 weeks	4	7.4	3933	3.2
05	6 weeks	31	57.4	53498	44.0
06	7 weeks	6	11.1	10465	8.6
07	8 weeks and over	4	7.4	38418	31.6
08	Other	3	5.6	5734	4.7
	TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 10-03 Years of Service for Three Weeks Paid Vacation

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	4	7.4	6385	5.3
01	Minimum greater than three weeks	7	13.0	49427	40.7
02	1 year	36	66.7	60763	50.0
03	2 years	4	7.4	2240	1.8
04	3 years	2	3.7	2542	2.1
05	4 years	-	-	-	-
06	5 years	-	-	-	-
07	6 years	-	-	-	-
08	Not specified, cannot determine	1	1.9	206	0.2
09	Other	-	-	-	-
	TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 10-04 Years of Service for Four Weeks Paid Vacation

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	4	7.4	6385	5.3
01	One year of service	7	13.0	49427	40.7
02	Two Years	1	1.9	206	0.2
03	Three Years	1	1.9	185	0.2
04	Four Years	1	1.9	1532	1.3
05	Five Years	4	7.4	2803	2.3
06	Six Years	4	7.4	1888	1.6
07	Seven Years	10	18.5	7565	6.2
08	Eight Years	7	13.0	37370	30.7
09	Nine Years	10	18.5	5962	4.9
10	Ten Years	5	9.3	8240	6.8
11	Eleven Years	-	-	-	-
12	Twelve Years	-	-	-	-
13	Thirteen Years	-	-	-	-
14	Fourteen Years	-	-	-	-
15	Fifteen Years	-	-	-	-
16	Sixten Years	-	-	-	-
17	Seventeen Years	-	-	-	-
18	Eighteen Years	-	-	-	-
19	Nineteen Years	-	-	-	-
20	Twenty Years	-	-	-	-
21	twenty-One Years	-	-	-	-
22	Twenty-Two Years	-	-	-	-
23	Twenty-Three Years	-	-	-	-
24	Twenty-Four Years	-	-	-	-
25	Twenty-Five Years	-	-	-	-
26	Twenty-Six Years	-	-	-	-
27	Twenty-Seven Years	-	-	-	-
28	Twenty-Eight Years	-	-	-	-
29	Twenty-Nine Years	-	-	-	-
30	Thirty Years	-	-	-	-
	TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	5	9.3	6515	5.4
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	2	3.7	4432	3.6
08 Eight Years	2	3.7	2625	2.2
09 Nine Years	4	7.4	43327	35.6
10 Ten Years	2	3.7	1743	1.4
11 Eleven Years	2	3.7	4519	3.7
12 Twelve Years	7	13.0	32333	26.6
13 Thirteen Years	2	3.7	783	0.6
14 Fourteen Years	4	7.4	1914	1.6
15 Fifteen Years	6	11.1	4402	3.6
16 Sixten Years	3	5.6	2531	2.1
17 Seventeen Years	11	20.4	11088	9.1
18 Eighteen Years	2	3.7	2344	1.9
19 Nineteen Years	1	1.9	2250	1.9
20 Twenty Years	1	1.9	757	0.6
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	54	100.0	121563	100.0

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
00 No provision	11	20.4	11073	9.1
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	1	1.9	2900	2.4
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	1	1.9	2100	1.7
14 Fourteen Years	4	7.4	43327	35.6
15 Fifteen Years	1	1.9	1537	1.3
16 Sixten Years	-	-	-	-
17 Seventeen Years	1	1.9	1532	1.3
18 Eighteen Years	1	1.9	1103	0.9
19 Nineteen Years	5	9.3	5785	4.8
20 Twenty Years	6	11.1	31802	26.2
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	3	5.6	2958	2.4
23 Twenty-Three Years	4	7.4	1804	1.5
24 Twenty-Four Years	3	5.6	5374	4.4
25 Twenty-Five Years	10	18.5	5706	4.7
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	2	3.7	2637	2.2
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	1	1.9	1925	1.6
TOTAL	54	100.0	121563	100.0

FIELD 10-07 Year of Service for Seven Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	43	79.6	67680	55.7
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	1	1.9	2100	1.7
19 Nineteen Years	4	7.4	43327	35.6
20 Twenty Years	1	1.9	1537	1.3
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	1.9	206	0.2
24 Twenty-Four Years	2	3.7	1594	1.3
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	2	3.7	5119	4.2
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	54	100.0	121563	100.0

FIELD 10-08 Year of Service for Eight Weeks Paid Vacation

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	49	90.7	78145	64.3
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	1	1.9	2100	1.7
24 Twenty-Four Years	3	5.6	40827	33.6
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	1	1.9	491	0.4
30 Thirty Years	-	-	-	-
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 10-09 Annual Vacation Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	16.7	27971	23.0
01 Regular pay	25	46.3	73458	60.4
02 Percentage of yearly gross earnings	8	14.8	8233	6.8
03 1 or 2, whichever is greatest	7	13.0	7223	5.9
04 Other	5	9.3	4678	3.8
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 10-10 Vacation Carry-Over

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	22	40.7	61393	50.5
01 With limitations	27	50.0	54969	45.2
02 Without limitations	1	1.9	1925	1.6
03 Not allowed	4	7.4	3276	2.7
04 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-11 Special Extended Vacations				
00 No provision	33	61.1	69771	57.4
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	20	37.0	51607	42.5
03 Other	1	1.9	185	0.2
TOTAL	54	100.0	121563	100.0
SECTION 11- LEAVE OF ABSENCE PROVISIONS				
FIELD 11-01 Bereavement Leave (Immediate Family)				
00 No provision	4	7.4	2750	2.3
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	28	51.9	66663	54.8
04 4 days	1	1.9	2100	1.7
05 5 days	16	29.6	44796	36.9
06 Leave varies depending on circumstances	5	9.3	5254	4.3
07 Leave mentioned, length not specified	-	-	-	-
08 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0
FIELD 11-02 Leave for Court or Jury Duty				
00 No provision	8	14.8	5412	4.5
01 Provision for employee to receive full regular pay	45	83.3	116003	95.4
02 Other (not specified or less than full regular pay)	1	1.9	148	0.1
TOTAL	54	100.0	121563	100.0
FIELD 11-03 Leave for Union Business Other than Handling of Grievances				
00 No provision	3	5.6	3655	3.0
01 Paid leave	3	5.6	1798	1.5
02 Unpaid leave	18	33.3	76675	63.1
03 Paid or unpaid leave - depends on circumstances	29	53.7	38335	31.5
04 Other	1	1.9	1100	0.9
TOTAL	54	100.0	121563	100.0
FIELD 11-04 Paid Leave: Marriage				
00 No provision	45	83.3	55673	45.8
01 Provision exists, but is not specified	-	-	-	-
02 1 day	-	-	-	-
03 2 days	-	-	-	-
04 3 days	6	11.1	39963	32.9
05 4 days	-	-	-	-
06 5 days	3	5.6	25927	21.3
07 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0
FIELD 11-05 Eligibility for Maternity Leave				
00 No provision	42	77.8	78967	65.0
01 1 month's service	-	-	-	-
02 2 to 6 months' service	10	18.5	41214	33.9
03 More than 6 months	-	-	-	-
04 Other	2	3.7	1382	1.1
TOTAL	54	100.0	121563	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)				
00 No provision	11	20.4	12409	10.2
01 17 weeks	-	-	-	-
02 18 weeks (or as per Employment Standards Act)	15	27.8	18641	15.3
03 19 - 25 weeks	1	1.9	550	0.5
04 26 weeks	19	35.2	43523	35.8
05 27 - 52 weeks	7	13.0	45652	37.6
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	1	1.9	788	0.6
08 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 11-07 Maternity Leave with Pay				
00 No provision	49	90.7	97779	80.4
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	2	3.7	20364	16.8
03 Leave of absence, no pay loss	-	-	-	-
04 Other	3	5.6	3420	2.8
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 11-08 Seniority During Maternity Leave				
00 No provision	15	27.8	15476	12.7
01 Seniority retained	8	14.8	22991	18.9
02 Seniority accumulated	22	40.7	57341	47.2
03 Not mentioned if seniority retained or accumulated	5	9.3	5820	4.8
04 Seniority accumulated up to certain period, then retained	2	3.7	18532	15.2
05 Other	2	3.7	1403	1.2
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 11-09 Paid Leave: Paternity				
00 No provision	39	72.2	50508	41.5
01 Not specific	-	-	-	-
02 1 day	9	16.7	63913	52.6
03 2 days	6	11.1	7142	5.9
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 11-10 Leave: Adoption				
00 No provision	15	27.8	11054	9.1
01 Paid leave	5	9.3	35835	29.5
02 Unpaid leave	25	46.3	39446	32.4
03 Other	9	16.7	35228	29.0
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 11-11 Leave: Parental				
00 No provision	48	88.9	111209	91.5
01 With pay	-	-	-	-
02 Without pay	5	9.3	9804	8.1
03 Other/Combination	1	1.9	550	0.5
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-12 Leave: Education				
00 No provision	23	42.6	36321	29.9
01 Leave with full pay	5	9.3	11841	9.7
02 Leave with partial pay	4	7.4	48519	39.9
03 Leave without pay	7	13.0	8520	7.0
04 Leave provided, but not specified with or without pay	4	7.4	2619	2.2
05 Other	11	20.4	13743	11.3
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 11-13 Sick Family Member Care Leave				
00 No provision	30	55.6	41155	33.9
01 1 day	3	5.6	3837	3.2
02 2 days	8	14.8	62580	51.5
03 3 days	5	9.3	8918	7.3
04 4 days	-	-	-	-
05 5 days	1	1.9	1100	0.9
06 Provided for, but deducted from sick leave	5	9.3	2694	2.2
07 Other	2	3.7	1279	1.1
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence				
00 No provision	15	27.8	17777	14.6
01 Employee totally responsible for contributions	6	11.1	3983	3.3
02 Employee partly responsible (make up share of contribution during or after absence)	13	24.1	4632	3.8
03 Employer totally responsible for contributions	-	-	-	-
04 Mentioned but not specified	4	7.4	23280	19.2
05 Other	16	29.6	71891	59.1
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 11-15 Personal Leave of Absence (unpaid)				
00 No provision	12	22.2	7180	5.9
01 Provision	42	77.8	114383	94.1
TOTAL	**54**	**100.0**	**121563**	**100.0**
SECTION 12- HEALTH AND WELFARE PROVISIONS				
FIELD 12-01 Type of Health and Welfare Coverage				
00 No provision	1	1.9	788	0.6
01 Health and welfare fund	1	1.9	292	0.2
02 Series of plans	52	96.3	120483	99.1
03 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**
FIELD 12-02 Service Requirement to Qualify for Health and Welfare				
00 No provision	16	29.6	19089	15.7
01 Immediately on being employed	11	20.4	43681	35.9
02 1 month	1	1.9	1100	0.9
03 3 months	6	11.1	21997	18.1
04 6 months	5	9.3	4194	3.5
05 1 year	-	-	-	-
06 Varies according to particular benefit	14	25.9	31372	25.8
07 Other	1	1.9	130	0.1
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-03 Employer Contribution to Health and Welfare Fund				
00 No health and welfare fund	52	96.3	120963	99.5
01 Under $0.40	-	-	-	-
02 $0.40 - $0.49	-	-	-	-
03 $0.50 - $0.74	1	1.9	308	0.3
04 $0.75 - $0.99	-	-	-	-
05 $1.00 - $1.25	-	-	-	-
06 $1.26 and over	-	-	-	-
07 Fund mentioned but amount not specified	1	1.9	292	0.2
08 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0
FIELD 12-04 Employer Contribution to Basic Health Plan				
00 Plan not mentioned in agreement	1	1.9	1700	1.4
01 100% of premium	27	50.0	101695	83.7
02 Less than 100% but more than 75% of premium	1	1.9	1185	1.0
03 75% of premium	5	9.3	2139	1.8
04 Less than 75% but more than 50% of premium	9	16.7	5969	4.9
05 50% of premium	6	11.1	5487	4.5
06 Less than 50% of premium	1	1.9	185	0.2
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	3	5.6	2911	2.4
09 Health and welfare fund mentioned but individual benefits not specified	1	1.9	292	0.2
10 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0
FIELD 12-05 Employer Contribution to Extended Health Plan				
00 Plan not mentioned in agreement	5	9.3	4020	3.3
01 100% of premium	27	50.0	103763	85.4
02 Less than 100% but more than 75% of premium	2	3.7	1493	1.2
03 75% of premium	2	3.7	643	0.5
04 Less than 75% but more than 50% of premium	8	14.8	5716	4.7
05 50% of premium	6	11.1	2725	2.2
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	3	5.6	2911	2.4
09 Health and welfare fund mentioned but individual benefits not specified	1	1.9	292	0.2
10 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0
FIELD 12-06 Type of Paid Sick Leave				
00 Plan not mentioned in agreement	3	5.6	2930	2.4
01 Flat allowance (in time per month, year, etc.)	28	51.9	62572	51.5
02 Graduated allowance according to service	4	7.4	2123	1.7
03 Short term illness or injury plan	12	22.2	47070	38.7
04 Weekly indemnity plan	4	7.4	3711	3.1
05 Both sick leave and weekly indemnity plan	1	1.9	419	0.3
06 Other	2	3.7	2738	2.3
TOTAL	54	100.0	121563	100.0

FIELD 12-07 Number of Days Paid Sick Leave Per Year

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	31.5	52373	43.1
01 1 to 6 days	4	7.4	3448	2.8
02 7 to 12 days	-	-	-	-
03 13 to 15 days	7	13.0	7935	6.5
04 16 to 18 days	14	25.9	48068	39.5
05 19 or more days	5	9.3	4664	3.8
06 Varies with length of service	5	9.3	3768	3.1
07 Other	2	3.7	1307	1.1
TOTAL	54	100.0	121563	100.0

FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	37.0	54205	44.6
01 30 days or less	1	1.9	292	0.2
02 31 days to 90 days	2	3.7	3645	3.0
03 91 days to 120 days	8	14.8	5953	4.9
04 121 days to 150 days	3	5.6	908	0.7
05 151 days to 200 days	8	14.8	45469	37.4
06 201 days to 250 days	1	1.9	250	0.2
07 More than 250 days	1	1.9	315	0.3
08 Unlimited accumulation	9	16.7	8989	7.4
09 Other	1	1.9	1537	1.3
TOTAL	54	100.0	121563	100.0

FIELD 12-09 Conversion of Unused Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	30	55.6	67482	55.5
01 Annual conversion to cash or days off	2	3.7	930	0.8
02 Full conversion to cash or days off on retirement or termination	-	-	-	-
03 Partial conversion to cash or days off on retirement or termination	15	27.8	48661	40.0
04 Combination	1	1.9	308	0.3
05 Other	6	11.1	4182	3.4
TOTAL	54	100.0	121563	100.0

FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	44	81.5	110114	90.6
01 100% of premium	4	7.4	5338	4.4
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	1	1.9	419	0.3
05 50% of premium	1	1.9	274	0.2
06 Less than 50% of premium	-	-	-	-
07 Flat amount	-	-	-	-
08 Plan mentioned but details not specified	2	3.7	3681	3.0
09 Other	2	3.7	1737	1.4
TOTAL	54	100.0	121563	100.0

FIELD 12-11 Maximum Period of Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	44	81.5	110114	90.6
01 Less than 12 weeks	-	-	-	-
02 13 weeks	-	-	-	-
03 26 weeks	5	9.3	5330	4.4
04 39 weeks	1	1.9	1100	0.9
05 52 weeks	-	-	-	-
06 Varies according to length of service	-	-	-	-
07 Plan mentioned but details not specified	3	5.6	4469	3.7
08 Other	1	1.9	550	0.5
TOTAL	54	100.0	121563	100.0

FIELD 12-12 Maximum Amount of Sickness Weekly Benefits

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	40	74.1	73670	60.6
01 $400 or less	1	1.9	2900	2.4
02 $401 to $500	-	-	-	-
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	6	11.1	35312	29.0
06 Equal to maximum unemployment insurance benefit	1	1.9	419	0.3
07 Varies according to earnings	2	3.7	1374	1.1
08 Plan mentioned, but amount not specified	4	7.4	7888	6.5
09 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0

FIELD 12-13 Long-Term Income Continuance Insurance Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	21	38.9	19887	16.4
01 Provision	33	61.1	101676	83.6
TOTAL	54	100.0	121563	100.0

FIELD 12-14 Employer Contribution to Life Insurance Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	3.7	638	0.5
01 100% of premium	25	46.3	93963	77.3
02 Less than 100% but more than 75% of premium	1	1.9	308	0.3
03 75% of premium	3	5.6	4188	3.4
04 Less than 75% but more than 50% of premium	7	13.0	4766	3.9
05 50% of premium	10	18.5	8639	7.1
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	5	9.3	8769	7.2
08 Health and welfare fund mentioned but individual benefits not specified	1	1.9	292	0.2
09 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0

FIELD 12-15 Amount of Life Insurance Benefits

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	3.7	638	0.5
01 Under $20,000	1	1.9	130	0.1
02 $20,000 to $39,999	1	1.9	1103	0.9
03 $40,000 to $59,999	10	18.5	47799	39.3
04 $60,000 to $74,999	4	7.4	34194	28.1
05 $75,000 and over	1	1.9	1185	1.0
06 Varies according to earnings	23	42.6	24928	20.5
07 Plan mentioned but amount not specified	11	20.4	11294	9.3
08 Health and Welfare fund mentioned but individual benefits not specified	1	1.9	292	0.2
09 Other	-	-	-	-
TOTAL	54	100.0	121563	100.0

FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	26	48.1	56065	46.1
01 100% of premium	10	18.5	43985	36.2
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	1	1.9	788	0.6
04 Less than 75% but more than 50% of premium	2	3.7	669	0.6
05 50% of premium	3	5.6	2426	2.0
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	8	14.8	12377	10.2
08 Health and welfare fund mentioned but individual benefits not specified	1	1.9	292	0.2
09 Other	3	5.6	4961	4.1
TOTAL	54	100.0	121563	100.0

FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	26	48.1	56065	46.1
01 Under $20,000	-	-	-	-
02 $20,000 to $39,999	2	3.7	638	0.5
03 $40,000 to $59,999	5	9.3	4666	3.8
04 $60,000 to $74,999	2	3.7	1694	1.4
05 $75,000 and over	1	1.9	3000	2.5
06 Varies according to earnings	5	9.3	5576	4.6
07 Plan mentioned but amount not specified	9	16.7	44671	36.7
08 Health and Welfare fund mentioned but individual benefits not specified	1	1.9	292	0.2
09 Other	3	5.6	4961	4.1
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 12-18 Employer Contribution to Dental Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	5.6	4850	4.0
01 100% of premium	24	44.4	97242	80.0
02 Less than 100% but more than 75% of premium	1	1.9	1185	1.0
03 75% of premium	8	14.8	4833	4.0
04 Less than 75% but more than 50% of premium	9	16.7	8114	6.7
05 50% of premium	5	9.3	2136	1.8
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	2	3.7	2637	2.2
08 Health and welfare fund mentioned but individual benefits not specified	1	1.9	292	0.2
09 Other	1	1.9	274	0.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 12-19 Type of Dental Work Covered

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	3	5.6	4850	4.0
01 Basic A	1	1.9	788	0.6
02 Basic and extended; A and B	4	7.4	954	0.8
03 Basic and orthodontics; A and C	-	-	-	-
04 Basic, extended and orthodontics; A, B and C	36	66.7	106393	87.5
05 Plan mentioned but details not specified	9	16.7	8286	6.8
06 Health and welfare fund mentioned but individual benefits not specified	1	1.9	292	0.2
07 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 12-20 Availability of Pension Fund/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	9	16.7	10082	8.3
01 Provision	45	83.3	111481	91.7
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 12-21 Administration of Pension Funds/Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	25.9	13370	11.0
01 Union	1	1.9	292	0.2
02 Management	3	5.6	4431	3.6
03 Joint union/management administration	-	-	-	-
04 Administered by separate trustees	1	1.9	2545	2.1
05 Municipal/Provincial Government	34	63.0	99225	81.6
06 Other	1	1.9	1700	1.4
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 12-22 Retirement Age Practices

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	37	68.5	107625	88.5
01 Provision	17	31.5	13938	11.5
TOTAL	**54**	**100.0**	**121563**	**100.0**

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 12-23 Employer Contribution to RRSP				
00 No provision	53	98.1	118663	97.6
01 Provision	1	1.9	2900	2.4
TOTAL	54	100.0	121563	100.0

SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 13-01 Initial Presentation of Grievance to Management				
00 No provision	-	-	-	-
01 By employee without union representative present	6	11.1	2818	2.3
02 By employees with union representative	6	11.1	6586	5.4
03 By employees choice of with or without union representative	22	40.7	92697	76.3
04 By union representative	5	9.3	4653	3.8
05 By grievance committee	2	3.7	530	0.4
06 By written notice	11	20.4	11272	9.3
07 By one of several alternative procedures	1	1.9	2250	1.9
08 Other	1	1.9	757	0.6
TOTAL	54	100.0	121563	100.0
FIELD 13-02 Length of Time to Initiate Grievance				
00 No provision	5	9.3	2432	2.0
01 72 hours or less	2	3.7	527	0.4
02 5 days	3	5.6	3640	3.0
03 1 week	6	11.1	22559	18.6
04 10 days	4	7.4	2149	1.8
05 2 weeks	7	13.0	23327	19.2
06 3 weeks	7	13.0	14001	11.5
07 1 month	17	31.5	51890	42.7
08 2 months	-	-	-	-
09 Varies by type of grievance	-	-	-	-
10 Other	3	5.6	1038	0.9
TOTAL	54	100.0	121563	100.0
FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases				
00 No provision	28	51.9	22749	18.7
01 Provision	26	48.1	98814	81.3
TOTAL	54	100.0	121563	100.0
FIELD 13-04 Status Quo Ante in Discipline Cases				
00 No provision	50	92.6	118851	97.8
01 Provision	4	7.4	2712	2.2
TOTAL	54	100.0	121563	100.0
FIELD 13-05 Clearing an Employee Record in Disciplinary Cases				
00 No provision	42	77.8	107078	88.1
01 Provision	12	22.2	14485	11.9
TOTAL	54	100.0	121563	100.0
FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives				
00 No provision	31	57.4	34614	28.5
01 Provision	23	42.6	86949	71.5
TOTAL	54	100.0	121563	100.0

FIELD 13-07 Arbitration

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 As required by legislation	-	-	-	-
01 Single arbitrator	13	24.1	16693	13.7
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	23	42.6	33594	27.6
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	17	31.5	69026	56.8
06 Other	1	1.9	2250	1.9
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 13-08 Officer Appointment by Labour Relations

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Not prohibited (or no mention)	52	96.3	118763	97.7
01 Specifically prohibited by the Agreement	2	3.7	2800	2.3
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 13-09 Reference to Section 112 Labour Code, Share

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	42	77.8	91514	75.3
01 Provision	12	22.2	30049	24.7
TOTAL	**54**	**100.0**	**121563**	**100.0**

SECTION 14- OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 Occupational Safety and Health

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	22.2	13842	11.4
01 Joint safety committee	41	75.9	106964	88.0
02 Other	1	1.9	757	0.6
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 14-02 Safety Committee Functions

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No safety committee provision	15	27.8	20387	16.8
01 Safety committee functions not specified	23	42.6	52152	42.9
02 Right to call special/emergency meetings	3	5.6	1311	1.1
03 Right to initiate action on recommendations	1	1.9	2545	2.1
04 Right to undertake inspections	4	7.4	4161	3.4
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	-	-	-	-
07 Combination of 2, 3 and 4	3	5.6	32203	26.5
08 Other	5	9.3	8804	7.2
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 14-03 Pay for Time Spent on Safety Committee

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No safety committee provision	19	35.2	16552	13.6
01 No provision for pay of safety committee	24	44.4	44627	36.7
02 Provision for pay of safety committee	11	20.4	60384	49.7
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 14-04 Safety Equipment and Protective Clothing

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	28	51.9	91168	75.0
01 Equipment supplied at no cost to employee	19	35.2	22494	18.5
02 Equipment supplied at some cost to employee	2	3.7	2073	1.7
03 Monetary allowance provided for percentage of equipment, replacement at some cost	5	9.3	5828	4.8
04 Other	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 14-05 Right to Refuse Dangerous Working Conditions

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	42	77.8	80215	66.0
01 Provision	12	22.2	41348	34.0
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 14-06 Video Display Terminals

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	36	66.7	74986	61.7
01 Pregnant employees right to be reassigned or take leave of absence	6	11.1	7472	6.1
02 Restriction on hours/rest breaks	-	-	-	-
03 Combination of 1 and 2	9	16.7	35552	29.2
04 Other	3	5.6	3553	2.9
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 14-07 Employee Assistance Program

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	39	72.2	73676	60.6
01 Provision	15	27.8	47887	39.4
TOTAL	**54**	**100.0**	**121563**	**100.0**

SECTION 15- MISCELLANEOUS PROVISIONS

FIELD 15-01 Labour-Management Committee

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	15	27.8	26642	21.9
01 Provision	39	72.2	94921	78.1
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 15-02 Sexual Harassment

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	18	33.3	33757	27.8
01 Policy statement only	9	16.7	28800	23.7
02 Policy and/or complaint procedure	27	50.0	59006	48.5
03 Mentioned but not specified	-	-	-	-
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 15-03 Day Care Facilities for Children of Employees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	48	88.9	94741	77.9
01 Provision	6	11.1	26822	22.1
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 15-04 Job Evaluation Plan

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	33	61.1	34769	28.6
01 Provision	21	38.9	86794	71.4
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 15-05 Moving Expenses or Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	40	74.1	70535	58.0
01 Provision	14	25.9	51028	42.0
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 15-06 Work Clothing and/or Uniform Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	30	55.6	40407	33.2
01 Provision	24	44.4	81156	66.8
TOTAL	**54**	**100.0**	**121563**	**100.0**

FIELD 15-07 Tool Allowance

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	35	64.8	54787	45.1
01 Provision	19	35.2	66776	54.9
TOTAL	**54**	**100.0**	**121563**	**100.0**

PART II: b
PRIVATE SECTOR

(76 agreements covering 98,805 employees)

SECTION 1- GENERAL INFORMATION

FIELD 1-01 Parties to Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Single local - single employer	49	64.5	37900	38.4
01 Single local - multi-employer or employer's assoc.	15	19.7	12790	12.9
02 Multi-local (same union) and single employer	1	1.3	200	0.2
03 Multi-local (same union) and multi-employer or employer's association	8	10.5	46815	47.4
04 Multi-union and single employer	2	2.6	800	0.8
05 Multi-union and multi-employer or employer's assoc.	1	1.3	300	0.3
TOTAL	76	100.0	98805	100.0

FIELD 1-02 Size of Bargaining Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Under 100 employees	-	-	-	-
01 100 - 199 employees	14	18.4	1967	2.0
02 200 - 499 employees	31	40.8	9919	10.0
03 500 - 999 employees	12	15.8	9694	9.8
04 1000 - 4999 employees	15	19.7	32475	32.9
05 5000 - 9999 employees	1	1.3	5300	5.4
06 10,000 or more employees	3	3.9	39450	39.9
TOTAL	76	100.0	98805	100.0

FIELD 1-03 Jurisdiction of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Provincial	70	92.1	89543	90.6
01 Federal	6	7.9	9262	9.4
TOTAL	76	100.0	98805	100.0

FIELD 1-04 Sector

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Private	76	100.0	98805	100.0
01 Public	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 1-05 Term of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1 year	1	1.3	212	0.2
01 More than 1 year, less than 2 years	1	1.3	750	0.8
02 2 years	20	26.3	22074	22.3
03 More than 2 years, less than 3 years	4	5.3	4676	4.7
04 3 years	43	56.6	62041	62.8
05 More than 3 years	7	9.2	9052	9.2
06 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 1-06 Expiry Date of Agreement

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 1st half of 1990 or earlier	-	-	-	-
01 2nd half of 1990	2	2.6	10212	10.3
02 1st half of 1991	27	35.5	48230	48.8
03 2nd half of 1991	20	26.3	17879	18.1
04 1st half of 1992	19	25.0	12191	12.3
05 2nd half of 1992	3	3.9	2996	3.0
06 later than 1992	5	6.6	7297	7.4
TOTAL	76	100.0	98805	100.0

FIELD 1-07 Geographical Breakdown

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 East & West Kootenays	4	5.3	4658	4.7
01 Okanagan	1	1.3	1250	1.3
02 Southern Interior	1	1.3	373	0.4
03 Lower Coast & Lower Mainland	33	43.4	10802	10.9
04 Vancouver Island	5	6.6	1930	2.0
05 Central Interior	5	6.6	2824	2.9
06 Peace River	1	1.3	1126	1.1
07 North West	1	1.3	1500	1.5
08 Two or more Regions	20	26.3	68855	69.7
09 Inter-provincial	5	6.6	5487	5.6
TOTAL	76	100.0	98805	100.0

FIELD 1-08 Existence of Continuation Clause

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No Provision	1	1.3	817	0.8
01 Agreement continues from year to year unless notice to terminate is provided	16	21.1	32642	33.0
02 Collective agreement continues during bargaining	12	15.8	7262	7.3
03 Collective agreement continues until strike or lockout	18	23.7	9467	9.6
04 1 and 2	13	17.1	36257	36.7
05 1 and 3	12	15.8	10955	11.1
06 Other	4	5.3	1405	1.4
TOTAL	76	100.0	98805	100.0

SECTION 2- MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 2-01 Management Rights Clause

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	13	17.1	31010	31.4
01 General statement of management rights	31	40.8	46013	46.6
02 Enumerated list of management rights - residual rights with management	20	26.3	15604	15.8
03 Enumerated list of management rights - residual rights not specified	12	15.8	6178	6.3
04 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 2-02 Contracting Out

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	18	23.7	9315	9.4
01 Contracting out restricted to other union employees	11	14.5	8465	8.6
02 Contracting out restricted - no displacement of present employees	23	30.3	60647	61.4
03 Contracting out restricted - payment of union wage rate required	-	-	-	-
04 Contracting out restricted (combination of 1, 2 and/or 3)	4	5.3	1904	1.9
05 Contracting out prohibited entirely	3	3.9	4840	4.9
06 Other	17	22.4	13634	13.8
TOTAL	76	100.0	98805	100.0

FIELD 2-03 Union Security Clause

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	-	-	-	-
01 Closed shop	6	7.9	7475	7.6
02 Union shop	37	48.7	38873	39.3
03 Modified union shop (compulsory membership for new employees)	26	34.2	37745	38.2
04 Maintenance of membership	4	5.3	12280	12.4
05 Rand formula	2	2.6	2317	2.3
06 Other	1	1.3	115	0.1
TOTAL	76	100.0	98805	100.0

FIELD 2-04 Authorization of Dues Check-off

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	2.6	16075	16.3
01 Voluntary	-	-	-	-
02 Compulsory for all employees (all employees must be union members)	42	55.3	30453	30.8
03 Compulsory for all employees (not all employees must be union members)	31	40.8	52162	52.8
05 Compulsory for union members only	1	1.3	115	0.1
06 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 2-05 Right to Refuse to Cross Picket Lines, Handle Hot Cargoes, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	37	48.7	59728	60.5
01 Cross picket lines	22	28.9	27104	27.4
02 Hot cargoes	-	-	-	-
03 Non-union workers	-	-	-	-
04 Combination of 1, 2 and/or 3	17	22.4	11973	12.1
05 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

SECTION 3- SENIORITY

FIELD 3-01 Seniority Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	-	-	-	-
01 Union hiring hall	3	3.9	5550	5.6
02 Employer (plant, bargaining unit)	23	30.3	14078	14.2
03 Department (branch, division)	4	5.3	855	0.9
04 Craft (occupation)	2	2.6	800	0.8
05 Employer & department	27	35.5	47000	47.6
06 Employer and craft	9	11.8	4822	4.9
07 Combination of the above	8	10.5	25700	26.0
08 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 3-02 Length of Probationary Period

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	7	9.2	20173	20.4
01 1 calendar month	10	13.2	41805	42.3
02 2 calendar months	6	7.9	4012	4.1
03 3 calendar months	11	14.5	7870	8.0
04 6 calendar months	4	5.3	4003	4.1
05 30 working days	10	13.2	7898	8.0
06 45 working days	5	6.6	3665	3.7
07 60 working days	8	10.5	2710	2.7
08 240 working days	-	-	-	-
09 Other	15	19.7	6669	6.7
TOTAL	76	100.0	98805	100.0

FIELD 3-03 Seniority Determining Promotion

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	14	18.4	30436	30.8
01 Straight seniority	1	1.3	1300	1.3
02 Governs where qualifications are sufficient	32	42.1	36686	37.1
03 Governs where qualifications are equal	24	31.6	15508	15.7
04 Taken into account with other factors	4	5.3	13910	14.1
05 Other	1	1.3	965	1.0
TOTAL	76	100.0	98805	100.0

FIELD 3-04 Seniority Determining Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	2.6	4600	4.7
01 Straight seniority	16	21.1	14706	14.9
02 Governs where qualifications of the retained are sufficient	51	67.1	75824	76.7
03 Governs where qualifications are equal	5	6.6	2360	2.4
04 Taken into account with other factors	1	1.3	350	0.4
05 Other	1	1.3	965	1.0
TOTAL	76	100.0	98805	100.0

FIELD 3-05 Notice of Layoff or Pay in Lieu of Notice Cont'd

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	35	46.1	48536	49.1
01 Less than 24 hours	-	-	-	-
02 24 - 48 hours	10	13.2	5510	5.6
03 72 hours	-	-	-	-
04 1 week	5	6.6	4205	4.3
05 2 weeks	10	13.2	17965	18.2
06 1 month	4	5.3	17716	17.9
07 Graduated according to length of service	9	11.8	3860	3.9
08 Notice mentioned, length not specified	1	1.3	200	0.2
09 Other	2	2.6	813	0.8
TOTAL	76	100.0	98805	100.0

FIELD 3-06 Recall Procedure

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	5	6.6	6680	6.8
01 Straight seniority	22	28.9	17806	18.0
02 Seniority governs where qualifications are sufficient	42	55.3	58249	59.0
03 Seniority governs where qualifications are equal	5	6.6	5720	5.8
04 Seniority considered with other factors	2	2.6	10350	10.5
05 Union hiring hall referral	-	-	-	-
06 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 3-07 Loss of Seniority Recall Rights

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	6	7.9	7050	7.1
01 Failure to report when notified	13	17.1	8387	8.5
02 After specified period off work	7	9.2	34465	34.9
03 Either failure to report or after a specified period off work	50	65.8	48903	49.5
TOTAL	76	100.0	98805	100.0

FIELD 3-08 Retention of Seniority during Layoff

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	12	15.8	8350	8.5
01 Less than 6 months	1	1.3	350	0.4
02 6 months	5	6.6	8160	8.3
03 7 to 12 months	2	2.6	320	0.3
04 12 months	15	19.7	19770	20.0
05 More than 12 months up to and including 24 months	10	13.2	7738	7.8
06 More than 24 months	1	1.3	140	0.1
07 Graduated according to length of service	24	31.6	48090	48.7
08 Not specified or indefinite	5	6.6	4922	5.0
09 Seniority lost on layoff	-	-	-	-
10 Other	1	1.3	965	1.0
TOTAL	76	100.0	98805	100.0

FIELD 3-09 Retention of Seniority During Illness or Injury

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	44	57.9	68684	69.5
01 Up to 12 months	4	5.3	1736	1.8
02 12 - 24 months	4	5.3	1716	1.7
04 Varies by type of incapacitation	6	7.9	7663	7.8
05 Other	11	14.5	12600	12.8
TOTAL	76	100.0	98805	100.0

FIELD 3-10 Seniority on Transfer from Bargaining Unit

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	32	42.1	32350	32.7
01 Seniority lost on transfer	2	2.6	1246	1.3
02 Seniority retained for a specific period onl	27	35.5	17159	17.4
03 Seniority retained indefinitely	8	10.5	19110	19.3
04 Varies depending on circumstances of transfe	6	7.9	28340	28.7
05 Other	1	1.3	600	0.6
TOTAL	76	100.0	98805	100.0

FIELD 3-11 Super Seniority (Special Seniority) on Layoffs, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	66	86.8	92868	94.0
01 For union officials	6	7.9	3160	3.2
02 Special skills, apprentices	3	3.9	1673	1.7
03 Combination of alternatives	1	1.3	1104	1.1
04 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

SECTION 4- JOB OPPORTUNITY AND PROTECTION

FIELD 4-01 Job Posting

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	26.3	38242	38.7
01 Provision	56	73.7	60563	61.3
TOTAL	76	100.0	98805	100.0

FIELD 4-02 Preferred Employment for Older or Disabled Workers (Existing Employees)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	55	72.4	77266	78.2
01 Older workers	-	-	-	-
02 Disabled workers	20	26.3	21399	21.7
03 Combination of older and disabled workers	1	1.3	140	0.1
TOTAL	76	100.0	98805	100.0

FIELD 4-03 Limitation of Part-Time Workers, Trainees

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	60	78.9	84219	85.2
01 Provision	16	21.1	14586	14.8
TOTAL	76	100.0	98805	100.0

FIELD 4-04 Training or Retraining (Other than Technological Change)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	22.4	7127	7.2
01 Apprenticeship	13	17.1	31045	31.4
02 Company provides on-the-job training experiences	11	14.5	8135	8.2
03 Company sponsors off-premises training programs	3	3.9	937	0.9
04 1 and 2	13	17.1	8563	8.7
05 1 and 3	2	2.6	1265	1.3
06 2 and 3	4	5.3	3246	3.3
07 1, 2 and 3	8	10.5	33237	33.6
08 Training at employee initiative - company may or may not reimburse	-	-	-	-
09 Labour and management training program	3	3.9	1550	1.6
10 Other	2	2.6	3700	3.7
TOTAL	76	100.0	98805	100.0

FIELD 4-05 Journeyman-Apprentice Ratio

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	43	56.6	27187	27.5
01 Maximum 1 apprentice for each journeyman	1	1.3	400	0.4
02 Maximum 1 apprentice for each 2 journeymen	-	-	-	-
03 Maximum 1 apprentice for each 3 journeymen	-	-	-	-
04 Maximum 1 apprentice for each 4 journeymen	4	5.3	11425	11.6
05 Maximum 1 apprentice for each 5 journeymen	4	5.3	6100	6.2
06 Maximum 1 apprentice for each 6 or more journeymen	4	5.3	1401	1.4
07 Not specified	20	26.3	52292	52.9
TOTAL	76	100.0	98805	100.0

FIELD 4-06 Distribution of Work During Slack Periods/Work Sharing

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	64	84.2	92605	93.7
01 Reduction in normal hours of work	5	6.6	1985	2.0
02 Change in type of work	4	5.3	3303	3.3
03 Combination of 1 and 2	3	3.9	912	0.9
04 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 4-07 Rate on Temporary Reassignment

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	28	36.8	32515	32.9
01 Regular rate of employee	2	2.6	4625	4.7
02 Rate of temporary job or regular job whichever is greater	43	56.6	60930	61.7
03 Rate of temporary job	2	2.6	285	0.3
04 Other	1	1.3	450	0.5
TOTAL	76	100.0	98805	100.0

FIELD 4-08 Guaranteed Employment or Earnings

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	59	77.6	87978	89.0
01 Daily guarantee for some or all employees	6	7.9	2590	2.6
02 Weekly guarantee for some or all employees	9	11.8	4900	5.0
03 Monthly guarantee for some or all employees	2	2.6	3337	3.4
04 Annual guarantee for some or all employees	-	-	-	-
05 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 4-09 Moonlighting

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	67	88.2	95360	96.5
01 Prohibited	3	3.9	1200	1.2
02 Permitted - with restrictions	4	5.3	1445	1.5
03 Permitted - without restrictions	-	-	-	-
04 Other	2	2.6	800	0.8
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 4-10 Classification of Newly-Created Jobs

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	24	31.6	28764	29.1
01 Union-management consultation only	15	19.7	21147	21.4
02 Arbitration if consultation fails	33	43.4	27818	28.2
03 Other	4	5.3	21076	21.3
TOTAL	**76**	**100.0**	**98805**	**100.0**

SECTION 5- TECHNOLOGICAL CHANGE

FIELD 5-01 Technological Change, Advance Notice

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No Provision	28	36.8	25082	25.4
01 Less than 3 months	10	13.2	6925	7.0
02 3 months	14	18.4	5400	5.5
03 6 months	11	14.5	38639	39.1
04 More than 6 months	1	1.3	10000	10.1
05 Notice mentioned - time not specified	6	7.9	7660	7.8
06 Other	6	7.9	5099	5.2
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 5-02 Consultation in Relation to Technological Change

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	40	52.6	31313	31.7
01 Consultation via special labour-management committee	16	21.1	55201	55.9
02 Consultation - details unspecified	20	26.3	12291	12.4
03 Other	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 5-03 Arbitration of Technological Change Disputes

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	64	84.2	85329	86.4
01 Provision	12	15.8	13476	13.6
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 5-04 Technological Change: Employment Security

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	30	39.5	19895	20.1
01 Straight layoff	8	10.5	4178	4.2
02 Layoff with severance pay or S.U.B.	26	34.2	52792	53.4
03 Work force reduced through attrition or early retirement	-	-	-	-
04 Some form of wage or employment guarantee (other than S.U.B./severance)	2	2.6	10350	10.5
05 Combination	10	13.2	11590	11.7
06 No reduction in total number of employees	-	-	-	-
07 Other	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-05 Minimum Length of Service to Qualify for Severance Pay				
00 No provision	42	55.3	40586	41.1
01 Less than 1 year	11	14.5	29072	29.4
02 1 year	16	21.1	24567	24.9
03 2 years	1	1.3	240	0.2
04 3 years	2	2.6	1640	1.7
05 4 years	-	-	-	-
06 5 years	3	3.9	1400	1.4
07 10 years	-	-	-	-
08 Other	1	1.3	1300	1.3
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 5-06 Accumulation of Severance Pay				
00 No provision	34	44.7	37336	37.8
01 One week's pay per year of service	27	35.5	49519	50.1
02 One week's pay per year of service after a designated period (ie. 2 or 5 years)	3	3.9	1330	1.3
03 Varies according to length of service	5	6.6	4778	4.8
04 Flat amount (ie. $50/year, or $500 on termination etc.)	2	2.6	1315	1.3
05 Other	5	6.6	4527	4.6
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 5-07 Maximum Amount of Severance Pay				
00 No provision	35	46.1	37486	37.9
01 Less than 20 weeks' pay	11	14.5	9401	9.5
02 20 - 25 weeks' pay	5	6.6	3427	3.5
03 26 - 29 weeks' pay	2	2.6	345	0.3
04 30 - 51 weeks' pay	9	11.8	41910	42.4
05 52 weeks' pay or more	1	1.3	400	0.4
06 No maximum	11	14.5	4186	4.2
07 Other	2	2.6	1650	1.7
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 5-08 Technological Change: Notice of Permanent Layoff				
00 No provision	57	75.0	36814	37.3
01 Less than 3 months	5	6.6	20223	20.5
02 3 months or mores, less than 6 months	9	11.8	8512	8.6
03 6 months or more, less than 1 year	3	3.9	22890	23.2
04 Mentioned, not specified	-	-	-	-
05 By length of service	-	-	-	-
06 Other	2	2.6	10366	10.5
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 5-09 Options for Employees Retained				
00 No provision	26	34.2	17324	17.5
01 Opportunity to be trained or retrained	20	26.3	6286	6.4
02 Maintenance of current wage rate if required to move to lower graded job	5	6.6	4350	4.4
03 Guarantee of only slightly lower pay if moved to lower graded job	4	5.3	19020	19.3
04 Transfer allowance and/or program	-	-	-	-
05 Combined alternatives	21	27.6	51825	52.5
06 Other	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 5-10 Training in Relation to Technological Change				
00 No provision	36	47.4	25194	25.5
01 Company program	8	10.5	10017	10.1
02 Union program or joint company-union program	-	-	-	-
03 Company-union program in conjunction with Provincial and/or Federal Government	10	13.2	22275	22.5
04 Training or retraining mentioned but not specified	22	28.9	41319	41.8
05 Other	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 5-11 Technological Change: Reopener				
00 No provision	76	100.0	98805	100.0
01 Provision	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 5-12 Technological Change: Relocation Allowance				
00 No provision	75	98.7	94330	95.5
01 Employer pays full cost	-	-	-	-
02 Employer pays percentage of cost	-	-	-	-
03 Employer pays percentage of cost, but maximum not specified	-	-	-	-
04 Flat amount	-	-	-	-
05 Other	1	1.3	4475	4.5
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 5-13 Agreement Excludes Section 74 of Industrial Relations Act				
00 No provision	76	100.0	98805	100.0
01 Provision	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**
SECTION 6- COMPENSATION PRACTICE AND RELATED PROVISIONS				
FIELD 6-01 Frequency of Deferred Wage Increases				
00 No wage adjustment deferred during life of agreement	2	2.6	612	0.6
01 Wage adjustment every six months	1	1.3	170	0.2
02 Wage adjustment yearly	57	75.0	79506	80.5
03 Irregularly scheduled wage increases	16	21.1	18517	18.7
04 Varies for different categories of workers	-	-	-	-
05 Other	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 6-02 Other Wage Adjustments				
00 No provision	68	89.5	90476	91.6
01 Date specified, amount determined later	2	2.6	2265	2.3
02 Reopener clause - mutual consent required	-	-	-	-
03 Combination of 1 and 2	-	-	-	-
04 Other	6	7.9	6064	6.1
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 6-03 Severance Pay				
00 No provision	27	35.5	30158	30.5
01 Severance pay plan	47	61.8	68202	69.0
02 Layoff benefits plan	-	-	-	-
03 Severance pay and layoff benefits plan	2	2.6	445	0.5
04 Plan exists: no details	-	-	-	-
05 Other	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 6-04 Supplementary Unemployment Benefits

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	71	93.4	91935	93.0
01 Provision	5	6.6	6870	7.0
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 6-05 Minimum Length of Service to Qualify for Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	35	46.1	56273	57.0
01 Less than one year	16	21.1	29992	30.4
02 1 year	14	18.4	8420	8.5
03 2 years	5	6.6	1410	1.4
04 3 years	1	1.3	200	0.2
05 5 years	1	1.3	300	0.3
06 10 years	1	1.3	110	0.1
07 Other	3	3.9	2100	2.1
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 6-06 Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	27	35.5	30158	30.5
01 1 day's pay per year of service	5	6.6	3415	3.5
02 1 week's pay per year of service	21	27.6	52491	53.1
03 1 week's pay per year of service after a designated period (ie. 2 or 5 years)	8	10.5	3338	3.4
04 Varies according to length of service	8	10.5	3258	3.3
05 Flat amount (ie. lump sum on termination)	-	-	-	-
06 Other	7	9.2	6145	6.2
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 6-07 Maximum Accumulation of Severance Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	27	35.5	29818	30.2
01 Less than 20 weeks' pay	18	23.7	9659	9.8
02 20 weeks' pay	4	5.3	6077	6.2
03 21 - 25 weeks' pay	1	1.3	400	0.4
04 26 - 29 weeks' pay	1	1.3	230	0.2
05 30 - 52 weeks' pay	5	6.6	18865	19.1
06 No maximum	17	22.4	31926	32.3
07 Other	3	3.9	1830	1.9
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 6-08 COLA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	62	81.6	90384	91.5
01 Provision exists and is effective during agreement	12	15.8	6796	6.9
02 Provision exists and is to be implemented at a later date	2	2.6	1625	1.6
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 6-09 COLA: Frequency

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	62	81.6	90384	91.5
01 Automatic monthly adjustment	2	2.6	540	0.5
02 Automatic quarterly adjustment	3	3.9	2200	2.2
03 Automatic semi-annually adjustment	1	1.3	1250	1.3
04 Automatic annual adjustment	2	2.6	445	0.5
05 In line with contract wage agreements	-	-	-	-
06 Adjusted during term of agreement	3	3.9	3041	3.1
07 Review at irregular intervals	1	1.3	120	0.1
08 Cannot determine	-	-	-	-
09 Other	2	2.6	825	0.8
TOTAL	**76**	**100.0**	**98805**	**100.0**

SECTION 7- REGULAR HOURS AND DAYS OF WORK

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-01 Normal Daily Work Hours - Non-Office Employees				
00 No provision			-	-
01 Office employees only			-	-
02 Less than 7 hours			110	0.1
03 7 hours			125	0.1
04 7 1/4 hours			-	-
05 7 1/2 hours			11007	11.6
06 7 3/4 hours			760	0.8
07 8 hours			78205	82.5
08 More than 8 hours			805	0.8
09 Flexible work hours			-	-
10 Other			3836	4.0
TOTAL			**94848**	**100.0**
FIELD 7-02 Normal Daily Work Hours - Office Employees				
00 No provision			-	-
01 Non-office employees only			-	-
02 Less than 7 hours			-	-
03 7 hours			465	11.6
04 7 1/4 hours			-	-
05 7 1/2 hours			3050	76.1
06 7 3/4 hours			-	-
07 8 hours			462	11.5
08 More than 8 hours			30	0.7
09 Flexible work hours			-	-
10 Other			-	-
TOTAL			**4007**	**100.0**
FIELD 7-03 Normal Weekly Work Days - Non-Office Employees				
00 No provision			4595	4.8
01 Office employees only			220	0.2
02 3 days			-	-
03 4 days			210	0.2
04 5 days			85552	90.2
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			-	-
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			1421	1.5
08 Other			2850	3.0
TOTAL			**94848**	**100.0**
FIELD 7-04 Normal Weekly Work Days - Office Employees				
00 No provision			-	-
01 Non-office employees only			-	-
02 3 days			-	-
03 4 days			-	-
04 5 days			3977	99.3
05 Varies by season, location, etc.			-	-
06 No standard weekly work days (employee option)			30	0.7
07 Work cycle not based on regular calendar week (ie. 10 days on, 5 off)			-	-
08 Other			-	-
TOTAL			**4007**	**100.0**

FIELD 7-05 Normal Weekly Work Hours - Non-office Employees

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision			-	-
01	Office employees only			-	-
02	Less than 35 hours			-	-
03	35 hours			710	0.7
04	37.5 hours			11007	11.6
05	40 hours			78856	83.1
06	More than 40 hours			-	-
07	Other			4275	4.5
	TOTAL			94848	100.0

FIELD 7-06 Normal Weekly Work Hours - Office Employees

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision			-	-
01	Non- Office employees only			-	-
02	Less than 35 hours			-	-
03	35 hours			520	13.0
04	37.5 hours			3050	76.1
05	40 hours			437	10.9
06	More than 40 hours			-	-
07	Other			-	-
	TOTAL			4007	100.0

FIELD 7-07 Days Off Per Week

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	7	9.2	8395	8.5
01	2 Days (consecutive)	57	75.0	62879	63.6
02	2 days (not consecutive)	2	2.6	4450	4.5
03	3 days (consecutive)	-	-	-	-
04	3 days (not consecutive)	-	-	-	-
05	4 days	1	1.3	180	0.2
06	Varied for continuous or non-continuous operations	5	6.6	19631	19.9
07	Other	4	5.3	3270	3.3
	TOTAL	76	100.0	98805	100.0

FIELD 7-08 Reporting Pay - Work Not Commenced

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	21	27.6	10784	10.9
01	2 hours' pay (or Employment Standards Act)	25	32.9	56779	57.5
02	3 hours' pay	2	2.6	12510	12.7
03	4 hours' pay	21	27.6	12572	12.7
04	Full shift's pay	4	5.3	5470	5.5
05	Other (includes no provision)	3	3.9	690	0.7
	TOTAL	76	100.0	98805	100.0

FIELD 7-09 Reporting Pay - Work Has Commenced

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	22	28.9	23518	23.8
01	4 hours' pay (or Employment Standards Act)	43	56.6	67515	68.3
02	More than 4 hours' pay but less than full shift's pay	-	-	-	-
03	Full shift's pay	8	10.5	7110	7.2
04	Other	3	3.9	662	0.7
	TOTAL	76	100.0	98805	100.0

FIELD 7-10 Paid Rest Periods

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	14	18.4	25798	26.1
01	2 for a total of 20 minutes	27	35.5	39737	40.2
02	2 for a total of 30 minutes	24	31.6	24078	24.4
03	2 for a total of 40 minutes	2	2.6	680	0.7
04	Varies with different categories of employees	-	-	-	-
05	Rest period mentioned but not specified	6	7.9	7642	7.7
06	Other	3	3.9	870	0.9
	TOTAL	76	100.0	98805	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 7-11 Notice of Change in Hours, Days, Shifts, etc.				
00 No provision	26	34.2	40130	40.6
01 Less than one day (24 hours)	8	10.5	3722	3.8
02 One day (24 hours)	7	9.2	4640	4.7
03 More than one day, less than 3	13	17.1	23295	23.6
04 3 days to less than 7	10	13.2	16205	16.4
05 7 to 14 days	4	5.3	883	0.9
06 More than 14 days	-	-	-	-
07 Notice mentioned but not specified	4	5.3	3330	3.4
08 Other	4	5.3	6600	6.7
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 7-12 Portal-to-Portal				
00 No provision	64	84.2	68743	69.6
01 Provision	12	15.8	30062	30.4
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 7-13 Paid Wash, Clean up or Clothes Changing Periods				
00 No provision	61	80.3	93056	94.2
01 Provision	15	19.7	5749	5.8
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 7-14 Flexible Starting/Quitting Hours				
00 No provision	74	97.4	98130	99.3
01 Provision	2	2.6	675	0.7
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 7-15 Compressed Work Week				
00 No provision	56	73.7	45450	46.0
01 3 day week in progress	1	1.3	440	0.4
02 4 day week in progress	5	6.6	4015	4.1
03 Alternating 4, 5, in progress	1	1.3	300	0.3
04 To commence during term of agreement	1	1.3	265	0.3
05 Under study	-	-	-	-
06 Other	12	15.8	48335	48.9
TOTAL	**76**	**100.0**	**98805**	**100.0**

SECTION 8- OVERTIME AND PREMIUM PAY

	AGREEMENTS		EMPLOYEES	
FIELD 8-01 Overtime Rate after Normal Daily Work Hours				
00 1.5 x	9	11.8	23635	23.9
01 1.5 x for 1 hour, then 2 x	3	3.9	815	0.8
02 1.5 x for 2 hours, then 2 x	16	21.1	23350	23.6
03 1.5 x for 3 hours, then 2 x	14	18.4	28869	29.2
04 1.5 x for 4 hours, then 2 x	2	2.6	650	0.7
05 1.5 x for 8 hours, then 2 x	-	-	-	-
06 2 x	26	34.2	15663	15.9
07 Other	6	7.9	5823	5.9
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 8-02 Overtime Rate after Normal Weekly Work Hours

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 1.5 x	12	15.8	25087	25.4
01 1.5 x for 1 hour, then 2 x	1	1.3	165	0.2
02 1.5 x for 2 hours, then 2 x	13	17.1	16777	17.0
03 1.5 x for 3 hours, then 2 x	9	11.8	27045	27.4
04 1.5 x for 4 hours, then 2 x	3	3.9	1000	1.0
05 1.5 x for 8 hours, then 2 x	3	3.9	4838	4.9
06 2 x	26	34.2	15663	15.9
07 Other	9	11.8	8230	8.3
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 8-03 Overtime Rate on 6th Day (or first day not normally worked)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	10	13.2	18475	18.7
01 1.5 x	20	26.3	38337	38.8
02 1.5 x for 1 hour, then 2 x	-	-	-	-
03 1.5 x for 2 hours, then 2 x	2	2.6	625	0.6
04 1.5 x for 3 hours, then 2 x	1	1.3	17850	18.1
05 1.5 x for 4 hours, then 2 x	3	3.9	1300	1.3
06 2 x	30	39.5	16438	16.6
07 Other	10	13.2	5780	5.8
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 8-04 Overtime Rate on 7th Day (or second day not normally worked)

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	11	14.5	18635	18.9
01 1.5 x	12	15.8	33411	33.8
02 1.5 x for 1 hour, then 2 x	1	1.3	400	0.4
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	1	1.3	350	0.4
05 2 x	45	59.2	41984	42.5
06 3 x	1	1.3	125	0.1
07 Overtime rate time Sunday premium rate (ie. 1.5 x 1.5 x)	-	-	-	-
08 Other	5	6.6	3900	3.9
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 8-05 Overtime Compensation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	18	23.7	16021	16.2
01 Pay only	29	38.2	39766	40.2
02 Full compensatory time off	-	-	-	-
03 Employee choice of pay or C.T.O.	27	35.5	40058	40.5
04 Other	2	2.6	2960	3.0
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 8-06 Right to Refuse Overtime

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	31	40.8	56320	57.0
01 Right to refuse	32	42.1	33050	33.4
02 No right to refuse	2	2.6	625	0.6
03 Overtime compulsory in cases of emergency	8	10.5	7979	8.1
04 Other	3	3.9	831	0.8
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 8-07 Distribution of Overtime

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	36	47.4	66901	67.7
01 Based on seniority	16	21.1	10542	10.7
02 Shared among all employees	24	31.6	21362	21.6
03 Other	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 8-08 Premium Rate for Regular Scheduled Work on Saturday				
00 No provision	34	44.7	30547	30.9
01 No premium rate for regular Saturday work (ie. straight time)	21	27.6	48732	49.3
02 1.5 x	1	1.3	3800	3.8
03 1.5 x for 2 hours, then 2 x	1	1.3	225	0.2
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	1	1.3	550	0.6
06 Flat amount per hour or day	12	15.8	12665	12.8
07 Percentage of regular rate	2	2.6	840	0.9
08 Other	4	5.3	1446	1.5
TOTAL	76	100.0	98805	100.0
FIELD 8-09 Premium Rate for Regular Scheduled Work on Sunday				
00 No provision	32	42.1	20952	21.2
01 No premium rate for regular Sunday work (ie. straight time)	9	11.8	4257	4.3
02 1.5 x	12	15.8	52805	53.4
03 1.5 x for 2 hours, then 2 x	-	-	-	-
04 1.5 x for 4 hours, then 2 x	-	-	-	-
05 2 x	4	5.3	1275	1.3
06 Flat amount per hour or day	15	19.7	17860	18.1
07 Percentage of regular rate	2	2.6	940	1.0
08 Other	2	2.6	716	0.7
TOTAL	76	100.0	98805	100.0
FIELD 8-10 Call-in (Call-Back) Pay Guarantee				
00 No provision	21	27.6	31826	32.2
01 Minimum of 2 hours a straight time	2	2.6	1320	1.3
02 Minimum of 3 hours at straight time	3	3.9	2750	2.8
03 Minimum of 4 hours at straight time	15	19.7	13502	13.7
04 More than 4 hours pay at straight time	2	2.6	16900	17.1
05 Minimum of 2 hours at overtime rate	6	7.9	13550	13.7
06 Minimum of 3 hours at overtime rate	8	10.5	11750	11.9
07 Minimum of 4 hours at overtime rate	13	17.1	3798	3.8
08 More than 4 hours' pay at overtime rate	-	-	-	-
09 Overtime rate, no minimum guarantee	-	-	-	-
10 1.5 x for hours worked or 4 hours at straight time, whichever is greater	-	-	-	-
11 2 x for hours worked or 4 hours at straight time, whichever is greater	2	2.6	630	0.6
12 Other	4	5.3	2779	2.8
TOTAL	76	100.0	98805	100.0
FIELD 8-11 Paid Meal Period				
00 No provision	28	36.8	34413	34.8
01 On overtime, call-in, holiday work, etc.	31	40.8	47808	48.4
02 On designated shifts	7	9.2	10189	10.3
03 1 and 2	6	7.9	3315	3.4
04 Other	4	5.3	3080	3.1
TOTAL	76	100.0	98805	100.0
FIELD 8-12 Meal Allowance on Overtime or Call-in				
00 No provision	38	50.0	28272	28.6
01 Less than $5.00	-	-	-	-
02 $5.00 - $5.99	7	9.2	5180	5.2
03 $6.00 - $6.99	1	1.3	965	1.0
04 $7.00 - $7.99	-	-	-	-
05 $8.00 and more	2	2.6	920	0.9
06 Meal provided	25	32.9	52268	52.9
07 Other	3	3.9	11200	11.3
TOTAL	76	100.0	98805	100.0

FIELD 8-13 Rate on Travel Time on Overtime, Call-in, etc.

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	68	89.5	85975	87.0
01 1.5 x	3	3.9	11300	11.4
02 1.5 x followed by a higher rate	-	-	-	-
03 2 x	1	1.3	450	0.5
04 Flat amount	2	2.6	280	0.3
05 Other	2	2.6	800	0.8
TOTAL	76	100.0	98805	100.0

FIELD 8-14 Stand-by Pay

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	67	88.2	92162	93.3
01 Provision	9	11.8	6643	6.7
TOTAL	76	100.0	98805	100.0

FIELD 8-15 Premium pay for Hazardous, Dirty or Underground Work

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	61	80.3	78455	79.4
01 Multiple Rate (ie. 1 1/4 x, 1 1/2 x, or 2x)	1	1.3	150	0.2
02 Flat amount per hour in addition or regular wages	10	13.2	18000	18.2
03 Percentage of regular rate	4	5.3	2200	2.2
04 Reduced shift	-	-	-	-
05 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 8-16 Second Shift Premium

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	22.4	13699	13.9
01 Under $0.30	5	6.6	3550	3.6
02 $0.30 - $0.49	14	18.4	45311	45.9
03 $0.50 - $0.69	13	17.1	8530	8.6
04 $0.70 - $0.89	4	5.3	2326	2.4
05 $0.90 and over	5	6.6	4805	4.9
06 1/2 hour's pay per shift	-	-	-	-
07 1 hour's pay per shift	2	2.6	1190	1.2
08 Percentage of hourly wage rate	2	2.6	420	0.4
09 Flat amount per shift	4	5.3	11173	11.3
10 Flat amount per shift plus hourly differential	4	5.3	1845	1.9
11 Other	6	7.9	5956	6.0
TOTAL	76	100.0	98805	100.0

FIELD 8-17 Third Shift Premium

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	21	27.6	14595	14.8
01 Under $0.30	1	1.3	2000	2.0
02 $0.30 - $0.49	12	15.8	27144	27.5
03 $0.50 - $0.69	11	14.5	21308	21.6
04 $0.70 - $0.89	2	2.6	1082	1.1
05 $0.90 - $1.24	5	6.6	8595	8.7
06 $1.25 and over	5	6.6	1420	1.4
07 1/2 hour's pay per shift	-	-	-	-
08 1 hour's pay per shift	1	1.3	100	0.1
09 2 hour's pay per shift	1	1.3	950	1.0
10 Percentage of hourly wage rate	1	1.3	300	0.3
11 Flat amount per shift	4	5.3	11173	11.3
12 Flat amount per shift plus hourly differential	6	7.9	4182	4.2
13 Other	6	7.9	5956	6.0
TOTAL	76	100.0	98805	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 8-18 Split Shift Premium				
00 No provision	64	84.2	88480	89.6
01 Under $0.30	-	-	-	-
02 $0.30 - $0.49	-	-	-	-
03 $0.50 - $0.69	-	-	-	-
04 $0.70 - $0.89	-	-	-	-
05 $0.90 and over	-	-	-	-
06 1 hour's pay per shift	6	7.9	8945	9.1
07 Flat amount per shift	1	1.3	450	0.5
08 Percentage of hourly wage rate	-	-	-	-
09 Split shift prohibited	5	6.6	930	0.9
10 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0
FIELD 8-19 Mileage Allowance for Use of Private Car				
00 No Provision	66	86.8	81890	82.9
01 Provision	10	13.2	16915	17.1
TOTAL	76	100.0	98805	100.0
FIELD 8-20 Isolation/Northern Allowance				
00 No provision	72	94.7	93648	94.8
01 Provision	4	5.3	5157	5.2
TOTAL	76	100.0	98805	100.0
SECTION 9- PAID HOLIDAYS				
FIELD 9-01 Number of Paid (Statutory and Floating per Year)				
00 No provision	-	-	-	-
01 8 days or less	-	-	-	-
02 9 days	1	1.3	1300	1.3
03 10 days	11	14.5	9212	9.3
04 11 days	35	46.1	56592	57.3
05 12 days	19	25.0	24009	24.3
06 13 days	6	7.9	4347	4.4
07 14 days	2	2.6	1115	1.1
08 15 days	-	-	-	-
09 16 days or more	-	-	-	-
10 Other	2	2.6	2230	2.3
TOTAL	76	100.0	98805	100.0
FIELD 9-02 Requirements to Qualify for Paid Holiday				
00 No provision	13	17.1	10869	11.0
01 Minimum length of service	14	18.4	18707	18.9
02 Work on scheduled day before holiday	1	1.3	350	0.4
03 Work on scheduled day after holiday	-	-	-	-
04 Work scheduled both day before and day after holiday	15	19.7	11909	12.1
05 Work scheduled either day before or day after holiday	3	3.9	3160	3.2
06 Minimum length of service plus 2, 3, 4 or 5	28	36.8	52285	52.9
07 Other	2	2.6	1525	1.5
TOTAL	76	100.0	98805	100.0

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
FIELD 9-03 Minimum Length of Service to Qualify for Paid Holiday				
00 No provision	27	35.5	19703	19.9
01 Less than 1 month	4	5.3	997	1.0
02 1 month	28	36.8	50719	51.3
03 2 months	6	7.9	7566	7.7
04 More than 2 months	2	2.6	400	0.4
05 Designated number of shifts or hours	2	2.6	280	0.3
06 Other	7	9.2	19140	19.4
TOTAL	76	100.0	98805	100.0
FIELD 9-04 Premium Rate on a Scheduled Holiday				
00 No provision	4	5.3	2035	2.1
01 Another day off	-	-	-	-
02 1.5 x for hours worked plus holiday pay or another day off	32	42.1	72979	73.9
03 2x for hours worked plus holiday pay or another day off	30	39.5	12112	12.3
04 2.5 x for hours worked plus holiday pay or another day off	1	1.3	817	0.8
05 Other	9	11.8	10862	11.0
TOTAL	76	100.0	98805	100.0
FIELD 9-05 Paid Holiday Falling on Scheduled Day Off				
00 No provision	7	9.2	3870	3.9
01 Another paid day off such as preceding Friday, or following Monday	46	60.5	73670	74.6
02 An extra day's pay	16	21.1	15640	15.8
03 1 or 2	5	6.6	3155	3.2
04 Other	2	2.6	2470	2.5
TOTAL	76	100.0	98805	100.0
FIELD 9-06 Paid Holiday Falling Within Vacation				
00 No provision	21	27.6	35585	36.0
01 Another paid Day off	41	53.9	40621	41.1
02 Another day's pay	5	6.6	4785	4.8
03 1 or 2	9	11.8	17814	18.0
04 Not granted	-	-	-	-
TOTAL	76	100.0	98805	100.0
SECTION 10- PAID ANNUAL VACATION				
FIELD 10-01 Vacation Entitlement During First Year of Employment				
00 No provision	32	42.1	47725	48.3
01 Takes all of vacation earned for full year's service	8	10.5	5537	5.6
02 One week after six months	3	3.9	2154	2.2
03 Graduated according to length of service	20	26.3	28676	29.0
04 Other	13	17.1	14713	14.9
TOTAL	76	100.0	98805	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-02 Maximum Annual Paid Vacation				
00 No provision	-	-	-	-
01 2 weeks	-	-	-	-
02 3 weeks	1	1.3	950	1.0
03 4 weeks	8	10.5	3519	3.6
04 5 weeks	16	21.1	12759	12.9
05 6 weeks	28	36.8	29938	30.3
06 7 weeks	20	26.3	50115	50.7
07 8 weeks and over	2	2.6	398	0.4
08 Other	1	1.3	1126	1.1
TOTAL	76	100.0	98805	100.0
FIELD 10-03 Years of Service for Three Weeks Paid Vacation				
00 No provision	-	-	-	-
01 Minimum greater than three weeks	1	1.3	125	0.1
02 1 year	9	11.8	6214	6.3
03 2 years	27	35.5	66074	66.9
04 3 years	20	26.3	10698	10.8
05 4 years	10	13.2	4892	5.0
06 5 years	6	7.9	6515	6.6
07 6 years	1	1.3	2037	2.1
08 Not specified, cannot determine	1	1.3	950	1.0
09 Other	1	1.3	1300	1.3
TOTAL	76	100.0	98805	100.0
FIELD 10-04 Years of Service for Four Weeks Paid Vacation				
00 No provision	3	3.9	3376	3.4
01 One year of service	1	1.3	125	0.1
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	1	1.3	965	1.0
05 Five Years	2	2.6	523	0.5
06 Six Years	4	5.3	4190	4.2
07 Seven Years	26	34.2	56713	57.4
08 Eight Years	13	17.1	5814	5.9
09 Nine Years	10	13.2	5245	5.3
10 Ten Years	10	13.2	17975	18.2
11 Eleven Years	1	1.3	2037	2.1
12 Twelve Years	3	3.9	1180	1.2
13 Thirteen Years	-	-	-	-
14 Fourteen Years	1	1.3	212	0.2
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	1	1.3	450	0.5
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 10-05 Years of Service for Five Weeks Paid Vacation

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
00	No provision	12	15.8	11370	11.5
01	One year of service	-	-	-	-
02	Two Years	-	-	-	-
03	Three Years	-	-	-	-
04	Four Years	-	-	-	-
05	Five Years	-	-	-	-
06	Six Years	-	-	-	-
07	Seven Years	-	-	-	-
08	Eight Years	-	-	-	-
09	Nine Years	-	-	-	-
10	Ten Years	3	3.9	1355	1.4
11	Eleven Years	1	1.3	373	0.4
12	Twelve Years	2	2.6	4200	4.3
13	Thirteen Years	6	7.9	2235	2.3
14	Fourteen Years	6	7.9	1630	1.6
15	Fifteen Years	23	30.3	45963	46.5
16	Sixten Years	2	2.6	4037	4.1
17	Seventeen Years	5	6.6	4368	4.4
18	Eighteen Years	2	2.6	1224	1.2
19	Nineteen Years	2	2.6	3670	3.7
20	Twenty Years	11	14.5	17930	18.1
21	twenty-One Years	-	-	-	-
22	Twenty-Two Years	-	-	-	-
23	Twenty-Three Years	1	1.3	450	0.5
24	Twenty-Four Years	-	-	-	-
25	Twenty-Five Years	-	-	-	-
26	Twenty-Six Years	-	-	-	-
27	Twenty-Seven Years	-	-	-	-
28	Twenty-Eight Years	-	-	-	-
29	Twenty-Nine Years	-	-	-	-
30	Thirty Years	-	-	-	-
	TOTAL	76	100.0	98805	100.0

FIELD 10-06 Years of Service for Six Weeks Paid Vacation

00	No provision	28	36.8	24129	24.4
01	One year of service	-	-	-	-
02	Two Years	-	-	-	-
03	Three Years	-	-	-	-
04	Four Years	-	-	-	-
05	Five Years	-	-	-	-
06	Six Years	-	-	-	-
07	Seven Years	-	-	-	-
08	Eight Years	-	-	-	-
09	Nine Years	-	-	-	-
10	Ten Years	-	-	-	-
11	Eleven Years	-	-	-	-
12	Twelve Years	-	-	-	-
13	Thirteen Years	-	-	-	-
14	Fourteen Years	-	-	-	-
15	Fifteen Years	-	-	-	-
16	Sixten Years	-	-	-	-
17	Seventeen Years	3	3.9	4750	4.8
18	Eighteen Years	3	3.9	1540	1.6
19	Nineteen Years	4	5.3	1015	1.0
20	Twenty Years	12	15.8	3085	3.1
21	twenty-One Years	2	2.6	1165	1.2
22	Twenty-Two Years	3	3.9	1478	1.5
23	Twenty-Three Years	-	-	-	-
24	Twenty-Four Years	8	10.5	41210	41.7
25	Twenty-Five Years	6	7.9	12495	12.6
26	Twenty-Six Years	-	-	-	-
27	Twenty-Seven Years	3	3.9	4876	4.9
28	Twenty-Eight Years	1	1.3	817	0.8
29	Twenty-Nine Years	2	2.6	1620	1.6
30	Thirty Years	1	1.3	625	0.6
	TOTAL	76	100.0	98805	100.0

FIELD 10-07 Year of Service for Seven Weeks Paid Vacation

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	55	72.4	49592	50.2
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	2	2.6	4200	4.3
23 Twenty-Three Years	3	3.9	585	0.6
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	3	3.9	675	0.7
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	2	2.6	778	0.8
30 Thirty Years	11	14.5	42975	43.5
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	-	-	-	-
35 Thirty-Five or More Years	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 10-08 Year of Service for Eight Weeks Paid Vacation				
00 No provision	74	97.4	98407	99.6
01 One year of service	-	-	-	-
02 Two Years	-	-	-	-
03 Three Years	-	-	-	-
04 Four Years	-	-	-	-
05 Five Years	-	-	-	-
06 Six Years	-	-	-	-
07 Seven Years	-	-	-	-
08 Eight Years	-	-	-	-
09 Nine Years	-	-	-	-
10 Ten Years	-	-	-	-
11 Eleven Years	-	-	-	-
12 Twelve Years	-	-	-	-
13 Thirteen Years	-	-	-	-
14 Fourteen Years	-	-	-	-
15 Fifteen Years	-	-	-	-
16 Sixten Years	-	-	-	-
17 Seventeen Years	-	-	-	-
18 Eighteen Years	-	-	-	-
19 Nineteen Years	-	-	-	-
20 Twenty Years	-	-	-	-
21 twenty-One Years	-	-	-	-
22 Twenty-Two Years	-	-	-	-
23 Twenty-Three Years	-	-	-	-
24 Twenty-Four Years	-	-	-	-
25 Twenty-Five Years	-	-	-	-
26 Twenty-Six Years	-	-	-	-
27 Twenty-Seven Years	-	-	-	-
28 Twenty-Eight Years	-	-	-	-
29 Twenty-Nine Years	-	-	-	-
30 Thirty Years	1	1.3	170	0.2
31 Thirty-One Years	-	-	-	-
32 Thirty-Two Years	-	-	-	-
33 Thirty-Three Years	-	-	-	-
34 Thirty-Four Years	1	1.3	228	0.2
35 Thirty-Five Years	-	-	-	-
36 Thirty-Six Years	-	-	-	-
37 Thirty-Seven Years	-	-	-	-
38 Thirty-Eight Years	-	-	-	-
39 Thirty-Nine Years	-	-	-	-
40 Forty Years or More Years	-	-	-	-
TOTAL	76	100.0	98805	100.0
FIELD 10-09 Annual Vacation Pay				
00 No provision	2	2.6	615	0.6
01 Regular pay	13	17.1	7878	8.0
02 Percentage of yearly gross earnings	35	46.1	32221	32.6
03 1 or 2, whichever is greatest	23	30.3	40741	41.2
04 Other	3	3.9	17350	17.6
TOTAL	76	100.0	98805	100.0
FIELD 10-10 Vacation Carry-Over				
00 No provision	48	63.2	54007	54.7
01 With limitations	9	11.8	32338	32.7
02 Without limitations	1	1.3	200	0.2
03 Not allowed	17	22.4	11443	11.6
04 Other	1	1.3	817	0.8
TOTAL	76	100.0	98805	100.0

FIELD 10-11 Special Extended Vacations

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	67	88.2	73446	74.3
01 Extended vacation at certain times of the year	-	-	-	-
02 Extended vacation in designated years of service	8	10.5	23322	23.6
03 Other	1	1.3	2037	2.1
TOTAL	76	100.0	98805	100.0

SECTION 11- LEAVE OF ABSENCE PROVISIONS

FIELD 11-01 Bereavement Leave (Immediate Family)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	6	7.9	6410	6.5
01 1 day	1	1.3	212	0.2
02 2 days	1	1.3	300	0.3
03 3 days	52	68.4	71420	72.3
04 4 days	3	3.9	2243	2.3
05 5 days	5	6.6	14245	14.4
06 Leave varies depending on circumstances	6	7.9	2725	2.8
07 Leave mentioned, length not specified	2	2.6	1250	1.3
08 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 11-02 Leave for Court or Jury Duty

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	6	7.9	6402	6.5
01 Provision for employee to receive full regular pay	70	92.1	92403	93.5
02 Other (not specified or less than full regular pay)	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 11-03 Leave for Union Business Other than Handling of Grievances

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	11	14.5	11625	11.8
01 Paid leave	1	1.3	400	0.4
02 Unpaid leave	48	63.2	68080	68.9
03 Paid or unpaid leave - depends on circumstances	14	18.4	18060	18.3
04 Other	2	2.6	640	0.6
TOTAL	76	100.0	98805	100.0

FIELD 11-04 Paid Leave: Marriage

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	72	94.7	85095	86.1
01 Provision exists, but is not specified	2	2.6	10373	10.5
02 1 day	2	2.6	3337	3.4
03 2 days	-	-	-	-
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	-	-	-	-
07 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 11-05 Eligibility for Maternity Leave

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
00 No provision	66	86.8	92086	93.2
01 1 month's service	-	-	-	-
02 2 to 6 months' service	7	9.2	5949	6.0
03 More than 6 months	1	1.3	300	0.3
04 Other	2	2.6	470	0.5
TOTAL	76	100.0	98805	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 11-06 Maternity Leave: Maximum Duration (Basic Leave)				
00 No provision	31	40.8	26497	26.8
01 17 weeks	2	2.6	1600	1.6
02 18 weeks (or as per Employment Standards Act)	17	22.4	33018	33.4
03 19 - 25 weeks	6	7.9	7481	7.6
04 26 weeks	10	13.2	5364	5.4
05 27 - 52 weeks	3	3.9	830	0.8
06 Varies according to length of service	-	-	-	-
07 Not specified, cannot determine	7	9.2	24015	24.3
08 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0
FIELD 11-07 Maternity Leave with Pay				
00 No provision	76	100.0	98805	100.0
01 Weekly indemnity or group insurance plan	-	-	-	-
02 Use of sick leave	-	-	-	-
03 Leave of absence, no pay loss	-	-	-	-
04 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0
FIELD 11-08 Seniority During Maternity Leave				
00 No provision	47	61.8	69696	70.5
01 Seniority retained	3	3.9	1746	1.8
02 Seniority accumulated	19	25.0	17208	17.4
03 Not mentioned if seniority retained or accumulated	6	7.9	6655	6.7
04 Seniority accumulated up to certain period, then retained	1	1.3	3500	3.5
05 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0
FIELD 11-09 Paid Leave: Paternity				
00 No provision	72	94.7	92676	93.8
01 Not specific	1	1.3	1104	1.1
02 1 day	1	1.3	225	0.2
03 2 days	1	1.3	1300	1.3
04 3 days	-	-	-	-
05 4 days	-	-	-	-
06 5 days	1	1.3	3500	3.5
07 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0
FIELD 11-10 Leave: Adoption				
00 No provision	61	80.3	84125	85.1
01 Paid leave	1	1.3	225	0.2
02 Unpaid leave	12	15.8	8918	9.0
03 Other	2	2.6	5537	5.6
TOTAL	76	100.0	98805	100.0
FIELD 11-11 Leave: Parental				
00 No provision	68	89.5	90762	91.9
01 With pay	-	-	-	-
02 Without pay	6	7.9	5706	5.8
03 Other/Combination	2	2.6	2337	2.4
TOTAL	76	100.0	98805	100.0

FIELD 11-12 Leave: Education

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	47	61.8	36210	36.6
01 Leave with full pay	5	6.6	17982	18.2
02 Leave with partial pay	2	2.6	320	0.3
03 Leave without pay	13	17.1	32172	32.6
04 Leave provided, but not specified with or without pay	7	9.2	10871	11.0
05 Other	2	2.6	1250	1.3
TOTAL	76	100.0	98805	100.0

FIELD 11-13 Sick Family Member Care Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	69	90.8	85082	86.1
01 1 day	-	-	-	-
02 2 days	-	-	-	-
03 3 days	2	2.6	1250	1.3
04 4 days	-	-	-	-
05 5 days	1	1.3	10000	10.1
06 Provided for, but deducted from sick leave	1	1.3	450	0.5
07 Other	3	3.9	2023	2.0
TOTAL	76	100.0	98805	100.0

FIELD 11-14 Maintenance of Benefits on Limited Layoffs or Leave of Absence

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	32	42.1	35265	35.7
01 Employee totally responsible for contributions	5	6.6	3097	3.1
02 Employee partly responsible (make up share of contribution during or after absence)	20	26.3	25073	25.4
03 Employer totally responsible for contributions	6	7.9	19796	20.0
04 Mentioned but not specified	7	9.2	2514	2.5
05 Other	6	7.9	13060	13.2
TOTAL	76	100.0	98805	100.0

FIELD 11-15 Personal Leave of Absence (unpaid)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	17	22.4	13264	13.4
01 Provision	59	77.6	85541	86.6
TOTAL	76	100.0	98805	100.0

SECTION 12- HEALTH AND WELFARE PROVISIONS

FIELD 12-01 Type of Health and Welfare Coverage

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	2	2.6	235	0.2
01 Health and welfare fund	14	18.4	19980	20.2
02 Series of plans	60	78.9	78590	79.5
03 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0

FIELD 12-02 Service Requirement to Qualify for Health and Welfare

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	25	32.9	28745	29.1
01 Immediately on being employed	5	6.6	3950	4.0
02 1 month	6	7.9	22380	22.7
03 3 months	8	10.5	6570	6.6
04 6 months	1	1.3	350	0.4
05 1 year	1	1.3	200	0.2
06 Varies according to particular benefit	20	26.3	32540	32.9
07 Other	10	13.2	4070	4.1
TOTAL	76	100.0	98805	100.0

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
FIELD	**12-03 Employer Contribution to Health and Welfare Fund**				
00	No health and welfare fund	61	80.3	76825	77.8
01	Under $0.40	1	1.3	2000	2.0
02	$0.40 - $0.49	-	-	-	-
03	$0.50 - $0.74	2	2.6	6500	6.6
04	$0.75 - $0.99	2	2.6	650	0.7
05	$1.00 - $1.25	-	-	-	-
06	$1.26 and over	2	2.6	800	0.8
07	Fund mentioned but amount not specified	7	9.2	11870	12.0
08	Other	1	1.3	160	0.2
	TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD	**12-04 Employer Contribution to Basic Health Plan**				
00	Plan not mentioned in agreement	5	6.6	3170	3.2
01	100% of premium	48	63.2	58471	59.2
02	Less than 100% but more than 75% of premium	2	2.6	2100	2.1
03	75% of premium	2	2.6	11250	11.4
04	Less than 75% but more than 50% of premium	2	2.6	1795	1.8
05	50% of premium	3	3.9	564	0.6
06	Less than 50% of premium	-	-	-	-
07	Flat amount	-	-	-	-
08	Plan mentioned but details not specified	3	3.9	3200	3.2
09	Health and welfare fund mentioned but individual benefits not specified	10	13.2	16955	17.2
10	Other	1	1.3	1300	1.3
	TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD	**12-05 Employer Contribution to Extended Health Plan**				
00	Plan not mentioned in agreement	10	13.2	3735	3.8
01	100% of premium	46	60.5	60818	61.6
02	Less than 100% but more than 75% of premium	2	2.6	2100	2.1
03	75% of premium	1	1.3	10000	10.1
04	Less than 75% but more than 50% of premium	2	2.6	1795	1.8
05	50% of premium	1	1.3	192	0.2
06	Less than 50% of premium	-	-	-	-
07	Flat amount	-	-	-	-
08	Plan mentioned but details not specified	3	3.9	3050	3.1
09	Health and welfare fund mentioned but individual benefits not specified	11	14.5	17115	17.3
10	Other	-	-	-	-
	TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD	**12-06 Type of Paid Sick Leave**				
00	Plan not mentioned in agreement	16	21.1	20172	20.4
01	Flat allowance (in time per month, year, etc.)	5	6.6	3907	4.0
02	Graduated allowance according to service	2	2.6	1450	1.5
03	Short term illness or injury plan	4	5.3	12223	12.4
04	Weekly indemnity plan	30	39.5	25185	25.5
05	Both sick leave and weekly indemnity plan	18	23.7	35676	36.1
06	Other	1	1.3	192	0.2
	TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 12-07 Number of Days Paid Sick Leave Per Year

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	53	69.7	87995	89.1
01 1 to 6 days	12	15.8	3980	4.0
02 7 to 12 days	8	10.5	4888	4.9
03 13 to 15 days	-	-	-	-
04 16 to 18 days	-	-	-	-
05 19 or more days	-	-	-	-
06 Varies with length of service	2	2.6	642	0.6
07 Other	1	1.3	1300	1.3
TOTAL	76	100.0	98805	100.0

FIELD 12-08 Maximum Accumulation of Unused Paid Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	57	75.0	89185	90.3
01 30 days or less	10	13.2	3065	3.1
02 31 days to 90 days	7	9.2	4889	4.9
03 91 days to 120 days	-	-	-	-
04 121 days to 150 days	-	-	-	-
05 151 days to 200 days	-	-	-	-
06 201 days to 250 days	-	-	-	-
07 More than 250 days	-	-	-	-
08 Unlimited accumulation	1	1.3	366	0.4
09 Other	1	1.3	1300	1.3
TOTAL	76	100.0	98805	100.0

FIELD 12-09 Conversion of Unused Sick Leave

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	66	86.8	95080	96.2
01 Annual conversion to cash or days off	1	1.3	170	0.2
02 Full conversion to cash or days off on retirement or termination	3	3.9	1965	2.0
03 Partial conversion to cash or days off on retirement or termination	1	1.3	300	0.3
04 Combination	4	5.3	890	0.9
05 Other	1	1.3	400	0.4
TOTAL	76	100.0	98805	100.0

FIELD 12-10 Employer Contribution to Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	28	36.8	32980	33.4
01 100% of premium	36	47.4	42275	42.8
02 Less than 100% but more than 75% of premium	-	-	-	-
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	4	5.3	18695	18.9
05 50% of premium	-	-	-	-
06 Less than 50% of premium	-	-	-	-
07 Flat amount	2	2.6	1650	1.7
08 Plan mentioned but details not specified	5	6.6	2925	3.0
09 Other	1	1.3	280	0.3
TOTAL	76	100.0	98805	100.0

FIELD 12-11 Maximum Period of Sickness Weekly Indemnity

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	27	35.5	32840	33.2
01 Less than 12 weeks	-	-	-	-
02 13 weeks	2	2.6	1570	1.6
03 26 weeks	14	18.4	9635	9.8
04 39 weeks	1	1.3	228	0.2
05 52 weeks	20	26.3	47957	48.5
06 Varies according to length of service	3	3.9	900	0.9
07 Plan mentioned but details not specified	7	9.2	4700	4.8
08 Other	2	2.6	975	1.0
TOTAL	76	100.0	98805	100.0

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-12 Maximum Amount of Sickness Weekly Benefits				
00 No provision	25	32.9	32101	32.5
01 $400 or less	15	19.7	28565	28.9
02 $401 to $500	4	5.3	4012	4.1
03 $501 to $600	-	-	-	-
04 More than $600	-	-	-	-
05 Percentage of earnings	19	25.0	11899	12.0
06 Equal to maximum unemployment insurance benefit	4	5.3	960	1.0
07 Varies according to earnings	2	2.6	16900	17.1
08 Plan mentioned, but amount not specified	7	9.2	4368	4.4
09 Other	-	-	-	-
TOTAL	76	100.0	98805	100.0
FIELD 12-13 Long-Term Income Continuance Insurance Plan				
00 No provision	34	44.7	34307	34.7
01 Provision	42	55.3	64498	65.3
TOTAL	76	100.0	98805	100.0
FIELD 12-14 Employer Contribution to Life Insurance Plan				
00 No provision	7	9.2	3947	4.0
01 100% of premium	49	64.5	65731	66.5
02 Less than 100% but more than 75% of premium	1	1.3	200	0.2
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	2.6	1795	1.8
05 50% of premium	1	1.3	192	0.2
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	2	2.6	450	0.5
08 Health and welfare fund mentioned but individual benefits not specified	11	14.5	14140	14.3
09 Other	3	3.9	12350	12.5
TOTAL	76	100.0	98805	100.0
FIELD 12-15 Amount of Life Insurance Benefits				
00 No provision	8	10.5	4297	4.3
01 Under $20,000	4	5.3	2337	2.4
02 $20,000 to $39,999	23	30.3	13937	14.1
03 $40,000 to $59,999	12	15.8	44075	44.6
04 $60,000 to $74,999	-	-	-	-
05 $75,000 and over	1	1.3	750	0.8
06 Varies according to earnings	13	17.1	6469	6.5
07 Plan mentioned but amount not specified	4	5.3	12800	13.0
08 Health and Welfare fund mentioned but individual benefits not specified	10	13.2	13790	14.0
09 Other	1	1.3	350	0.4
TOTAL	76	100.0	98805	100.0
FIELD 12-16 Employer Contribution to Accidental Death and Dismemberment Insurance				
00 No provision	24	31.6	28479	28.8
01 100% of premium	35	46.1	48191	48.8
02 Less than 100% but more than 75% of premium	1	1.3	200	0.2
03 75% of premium	-	-	-	-
04 Less than 75% but more than 50% of premium	2	2.6	1795	1.8
05 50% of premium	-	-	-	-
06 Flat amount	-	-	-	-
07 Plan mentioned but details not specified	1	1.3	350	0.4
08 Health and welfare fund mentioned but individual benefits not specified	10	13.2	10140	10.3
09 Other	3	3.9	9650	9.8
TOTAL	76	100.0	98805	100.0

FIELD 12-17 Maximum Amount of Accidental Death and Dismemberment Insurance

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	25	32.9	28829	29.2
01	Under $20,000	4	5.3	2585	2.6
02	$20,000 to $39,999	17	22.4	6030	6.1
03	$40,000 to $59,999	13	17.1	45375	45.9
04	$60,000 to $74,999	-	-	-	-
05	$75,000 and over	1	1.3	750	0.8
06	Varies according to earnings	5	6.6	1096	1.1
07	Plan mentioned but amount not specified	-	-	-	-
08	Health and Welfare fund mentioned but individual benefits not specified	10	13.2	13790	14.0
09	Other	1	1.3	350	0.4
	TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 12-18 Employer Contribution to Dental Plan

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	5	6.6	1997	2.0
01	100% of premium	51	67.1	68906	69.7
02	Less than 100% but more than 75% of premium	4	5.3	2750	2.8
03	75% of premium	-	-	-	-
04	Less than 75% but more than 50% of premium	2	2.6	1795	1.8
05	50% of premium	1	1.3	192	0.2
06	Flat amount	1	1.3	3500	3.5
07	Plan mentioned but details not specified	-	-	-	-
08	Health and welfare fund mentioned but individual benefits not specified	11	14.5	19315	19.5
09	Other	1	1.3	350	0.4
	TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 12-19 Type of Dental Work Covered

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	6	7.9	2347	2.4
01	Basic A	1	1.3	350	0.4
02	Basic and extended; A and B	7	9.2	2832	2.9
03	Basic and orthodontics; A and C	1	1.3	550	0.6
04	Basic, extended and orthodontics; A, B and C	42	55.3	72031	72.9
05	Plan mentioned but details not specified	10	13.2	7030	7.1
06	Health and welfare fund mentioned but individual benefits not specified	9	11.8	13665	13.8
07	Other	-	-	-	-
	TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 12-20 Availability of Pension Fund/Plan

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	20	26.3	7903	8.0
01	Provision	56	73.7	90902	92.0
	TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 12-21 Administration of Pension Funds/Plan

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	40	52.6	33088	33.5
01	Union	16	21.1	11138	11.3
02	Management	4	5.3	5737	5.8
03	Joint union/management administration	9	11.8	20972	21.2
04	Administered by separate trustees	5	6.6	22900	23.2
05	Municipal/Provincial Government	-	-	-	-
06	Other	2	2.6	4970	5.0
	TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 12-22 Retirement Age Practices

		AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00	No provision	64	84.2	90906	92.0
01	Provision	12	15.8	7899	8.0
	TOTAL	**76**	**100.0**	**98805**	**100.0**

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 12-23 Employer Contribution to RRSP				
00 No provision	66	86.8	94580	95.7
01 Provision	10	13.2	4225	4.3
TOTAL	**76**	**100.0**	**98805**	**100.0**

SECTION 13- GRIEVANCE AND ARBITRATION PROCEDURES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
FIELD 13-01 Initial Presentation of Grievance to Management				
00 No provision	-	-	-	-
01 By employee without union representative present	6	7.9	2362	2.4
02 By employees with union representative	13	17.1	7043	7.1
03 By employees choice of with or without union representative	31	40.8	60161	60.9
04 By union representative	13	17.1	6029	6.1
05 By grievance committee	-	-	-	-
06 By written notice	11	14.5	12970	13.1
07 By one of several alternative procedures	2	2.6	10240	10.4
08 Other	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 13-02 Length of Time to Initiate Grievance				
00 No provision	15	19.7	13692	13.9
01 72 hours or less	4	5.3	1080	1.1
02 5 days	3	3.9	1630	1.6
03 1 week	6	7.9	3646	3.7
04 10 days	15	19.7	13649	13.8
05 2 weeks	10	13.2	27932	28.3
06 3 weeks	5	6.6	2570	2.6
07 1 month	10	13.2	22138	22.4
08 2 months	-	-	-	-
09 Varies by type of grievance	2	2.6	550	0.6
10 Other	6	7.9	11918	12.1
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 13-03 Accelerated Procedure in Disciplinary or Dismissal Cases				
00 No provision	42	55.3	55263	55.9
01 Provision	34	44.7	43542	44.1
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 13-04 Status Quo Ante in Discipline Cases				
00 No provision	73	96.1	96925	98.1
01 Provision	3	3.9	1880	1.9
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 13-05 Clearing an Employee Record in Disciplinary Cases				
00 No provision	54	71.1	86741	87.8
01 Provision	22	28.9	12064	12.2
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 13-06 Compensation by Employer for Grievance Work to Union Representatives				
00 No provision	38	50.0	62078	62.8
01 Provision	38	50.0	36727	37.2
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 13-07 Arbitration

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 As required by legislation	-	-	-	-
01 Single arbitrator	26	34.2	36421	36.9
02 Impartial umpire (named)	-	-	-	-
03 Tripartite board	27	35.5	27763	28.1
04 Arbitration committee of more than 3 people	-	-	-	-
05 Choice of alternatives	22	28.9	34391	34.8
06 Other	1	1.3	230	0.2
TOTAL	76	100.0	98805	100.0

FIELD 13-08 Officer Appointment by Labour Relations

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 Not prohibited (or no mention)	52	68.4	78694	79.6
01 Specifically prohibited by the Agreement	24	31.6	20111	20.4
TOTAL	76	100.0	98805	100.0

FIELD 13-09 Reference to Section 112 Labour Code, Share

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	62	81.6	80174	81.1
01 Provision	14	18.4	18631	18.9
TOTAL	76	100.0	98805	100.0

SECTION 14- OCCUPATIONAL SAFETY AND HEALTH

FIELD 14-01 Occupational Safety and Health

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	20	26.3	12417	12.6
01 Joint safety committee	55	72.4	86148	87.2
02 Other	1	1.3	240	0.2
TOTAL	76	100.0	98805	100.0

FIELD 14-02 Safety Committee Functions

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No safety committee provision	21	27.6	12657	12.8
01 Safety committee functions not specified	30	39.5	66887	67.7
02 Right to call special/emergency meetings	-	-	-	-
03 Right to initiate action on recommendations	1	1.3	280	0.3
04 Right to undertake inspections	10	13.2	3690	3.7
05 Combination of 2 and 3	-	-	-	-
06 Combination of 2 and 4	5	6.6	4826	4.9
07 Combination of 2, 3 and 4	7	9.2	9215	9.3
08 Other	2	2.6	1250	1.3
TOTAL	76	100.0	98805	100.0

FIELD 14-03 Pay for Time Spent on Safety Committee

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No safety committee provision	24	31.6	24919	25.2
01 No provision for pay of safety committee	29	38.2	35952	36.4
02 Provision for pay of safety committee	23	30.3	37934	38.4
TOTAL	76	100.0	98805	100.0

FIELD 14-04 Safety Equipment and Protective Clothing

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
00 No provision	26	34.2	49025	49.6
01 Equipment supplied at no cost to employee	23	30.3	20573	20.8
02 Equipment supplied at some cost to employee	6	7.9	21437	21.7
03 Monetary allowance provided for percentage of equipment, replacement at some cost	20	26.3	7570	7.7
04 Other	1	1.3	200	0.2
TOTAL	76	100.0	98805	100.0

	AGREEMENTS NO.	 %	EMPLOYEES NO.	 %
FIELD 14-05 Right to Refuse Dangerous Working Conditions				
00 No provision	57	75.0	55517	56.2
01 Provision	19	25.0	43288	43.8
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 14-06 Video Display Terminals				
00 No provision	71	93.4	86901	88.0
01 Pregnant employees right to be reassigned or take leave of absence	1	1.3	125	0.1
02 Restriction on hours/rest breaks	1	1.3	10000	10.1
03 Combination of 1 and 2	2	2.6	675	0.7
04 Other	1	1.3	1104	1.1
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 14-07 Employee Assistance Program				
00 No provision	61	80.3	66547	67.4
01 Provision	15	19.7	32258	32.6
TOTAL	**76**	**100.0**	**98805**	**100.0**
SECTION 15- MISCELLANEOUS PROVISIONS				
FIELD 15-01 Labour-Management Committee				
00 No provision	45	59.2	39372	39.8
01 Provision	31	40.8	59433	60.2
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 15-02 Sexual Harassment				
00 No provision	64	84.2	83373	84.4
01 Policy statement only	3	3.9	2000	2.0
02 Policy and/or complaint procedure	9	11.8	13432	13.6
03 Mentioned but not specified	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 15-03 Day Care Facilities for Children of Employees				
00 No provision	76	100.0	98805	100.0
01 Provision	-	-	-	-
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 15-04 Job Evaluation Plan				
00 No provision	67	88.2	58889	59.6
01 Provision	9	11.8	39916	40.4
TOTAL	**76**	**100.0**	**98805**	**100.0**
FIELD 15-05 Moving Expenses or Allowance				
00 No provision	68	89.5	83748	84.8
01 Provision	8	10.5	15057	15.2
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 15-06 Work Clothing and/or Uniform Allowance

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	36	47.4	68435	69.3
01 Provision	40	52.6	30370	30.7
TOTAL	**76**	**100.0**	**98805**	**100.0**

FIELD 15-07 Tool Allowance

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
00 No provision	42	55.3	47907	48.5
01 Provision	34	44.7	50898	51.5
TOTAL	**76**	**100.0**	**98805**	**100.0**

APPENDIX

AGREEMENTS SURVEYED

Employer	Union

MINING

Crows Nest Resources - Line Creek Mine	Operating Engineers, Local 115
Fording Coal	Steelworkers, Local 884
Gibraltar Mines	CAIMAW, Local 18
Highland Valley Copper	Steelworkers, Local 7619
Quintette Coal	Steelworkers, Local 9113
Utah Mines	Operating Engineers, Local 115
Westar Mining - Balmer Operations	Mine Workers, Local 7292

MANUFACTURING

FOOD AND BEVERAGE

Brewery Employers Labour Relations	Brewery Workers, Local 300
BC Sugar Refining	Retail Wholesale Union, Local 517
Fish Processors Bargaining Association - Cannery	UFAWU
Fletchers Fine Foods	Food and Commercial Workers, Local472
Fraser Valley Foods - Chilliwack	Food and Commercial Workers, Local 1518
Fraser Valley Mushroom Growers Co-op	Retail Wholesale Union, Local 580
Intercontinental Packers - Plant	Food and Commercial Workers, Local 472
Okanagan Federated Shippers Labour Relations Assoc.	Food and Commercial Workers, Local 2000
Royal City Foods	Retail Wholesale Union, Local 580
Venice Bakery	CLAC, Local 62
Victoria Dairies	Teamsters, Local 464

WOOD PRODUCTS

CONIFER	IWA, Locals 1-424, 1-425
Forest Industrial Relations - Coast Master	IWA, several locals
Interior Forest Industrial Relations Assoc.	IWA, Locals 1-405, 1-417, 1-423
Pulp and Paper Industrial Relations Bureau	CPU, several locals
Pulp and Paper Industrial Relations Bureau	PPWC, Several locals
Weldwood - Cariboo Division	IWA, Local 1-424
Weldwood - Merrill and Wagner Division	IWA, Local 1-425
Weldwood - 100 Mile House Operations	IWA, Local 1-424

METALS

Alcan Smelters and Chemicals	CASAW, Local 1
BCA Boilermakers Contractors Association	Boilermakers, Local 359
Ball Packaging Products Canada	Steelworkers, Local 2821
Cominco - Trail Staff	Steelworkers, Local 9705
Cominco - Trail	Steelworkers, Local 480
MIA - Fabricators/Foundries	Steelworkers, several locals
MIA - Welco-Beales	Operating Engineers, Local 115
MIA - Machine Shops	Multi Union

MACHINERY, TRANSPORTATION EQUIPMENT AND ELECTRICAL PRODUCTS

Canadian Aircraft Products	Machinists, Lodge 764
Cullen Detroit Diesel Allison	Machinists, Lodge 692; Teamsters, Local 213
Finning Tractor	Machinists, Lodge 692
Microtel	IBEW, Local 264
Pacific Truck & Trailer	Shipyard Workers, Local 1
Versatile Pacific Shipyards - Vancouver	Multi Union
Versatile Pacific Shipyards - Victoria	Multi Union
Weiser Locks Inc.	CAIMAW, Local 20

MISCELLANEOUS MANUFACTURING

Aero Garment	Clothing Workers, Local 178
Almetco Building Products	Operating Engineers, Local 115
BC Photoengravers Association	Graphic Communications, Local 525
Chevron Canada	ECW, Local 601
Consumer Glass	Teamsters, Local 213
Surrey Classics	Ladies' Garment Workers, Local 287

TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

TRANSPORTATION

Annacis Auto Terminals	Teamsters, Local 213
Auto Haulaway West	Teamsters, Local 213
BC Ferry Corporation	Ferry and Marine Workers
BC Maritime Employers	Longshoremen
BC Rail	CUTE, Local 6
BC Transit	ICTU, Local 1, 2 and 3
BC Transit - Office	OTEU, Local 378
Canadian Airlines International	CUPE Airline Division
Canadian Airlines International	Machinists, Lodge 764
Canadian Freightways	Teamsters, Local 31
CNR	Maintenance of Way
Council of Marine Carriers	Merchant Service Guild
Council of Marine Carriers	CBRT, Local 400
Versacold	UFAWU

COMMUNICATION AND OTHER UTILITIES

BC Gas/Columbia Natural Gas	OTEU, Local 378
BC Hydro	IBEW, Local 258
BC Hydro	OTEU, Local 378
BC Telephone	TWU

TRADE, FINANCE, INSURANCE AND REAL ESTATE

TRADE

Canada Safeway	Food & Commercial Workers, Local 1518
Hudson's Bay - Victoria	Food & Commercial Workers, Local 1518
IKEA	Teamsters, Local 213
Macdonalds Consolidated, Empress Foods, Lucerne Foods	Retail Wholesale Union, Local 580
Overwaitea Foods - Langley Warehouse	Food and Commercial Workers, Local 1518

FINANCE, INSURANCE AND REAL ESTATE

BC Assessment Authority	CUPE, Local 1767
BC Building Corporation	BCGEU
Insurance Corporation of BC	OTEU, Local 378
Worker's Compensation Board	WCB Employees Association

PUBLIC SERVICES

EDUCATION

OMMLRA - Cariboo Thompson-Nicola Library	BCGEU, Local 74
SD 13, 14, 15, 21, 22, 23, 89, & 77	CUPE, Local 523
SD 24 - Kamloops	CUPE, Local 3500
SD 24 - Kamloops	Teachers
SD 34 - Abbottsford - Maintenance & Clerical	Teamsters, Local 31
SD 35 - Langley	CUPE, Local 1260
SD 38 - Richmond	Teachers
SD 39 - Vancouver	Teachers
SD 43 - Coquitlam	CUPE, Local 561
SD 57 - Prince George	Teachers
SD 63 - Saanich	CUPE, Local 441
SD 68 - Nanaimo	CUPE, Local 606
Selkirk College	PPWC
Simon Fraser University	AUCE, Local 2
UBC	CUPE, Local 2950
University of Victoria	CUPE, Local 951
Vancouver Public Library	CUPE, Local 391

HEALTH AND WELFARE

CCERA - long term	HEU, Local 180
CCERA - Ridge Meadows, Fernwood, Sunshine Coast, Valley	BCGEU
Emergency Health Services	CUPE, Local 873
HLRA - master	BC Nurses Union
HLRA - master	HSA
HLRA - master	HEU, Local 180
Vancouver Home Support	BCGEU, Local 1456

PRIVATE SERVICES

ACCOMMODATION AND FOOD

CP Hotels - Empress	CBRT, Local 276
Greater Vancouver Hotel Employers Association	Hotel and Restaurant Employees, Local 40
Hotel Industrial Relations	BCGEU
Hotel Industrial Relations	CHAW, Local 1
Hotel Industrial Relations - Province Wide	Hotel and Restaurant Employees, Local 40
Marriott In-Flight Services/Chateau Flight Kitchen	Teamsters, Local 31
White Spot Restaurant and Dinner Houses	CAIMAW, Local 112
White Spot - Ernie's Division	CAIMAW, Local 112

MISCELLANEOUS SERVICES

BC Turf and Ascot Jockey Club	OTEU, Local 378
Cineplex Odeon	BCGEU
Master Maintenance Agreement	Service Employees, Local, 244

PUBLIC ADMINISTRATION

PROVINCIAL GOVERNMENT

Government of British Columbia - Master	BCGEU
Government of British Columbia	Professional Employees
Government of British Columbia	Psychiatric Nurses/BCNU

MUNICIPAL, LOCAL AND REGIONAL GOVERNMENT

District of Burnaby - Inside Workers	CUPE, Local 23
District of Burnaby - Outside Workers	CUPE, Local 23
District of Burnaby	Firefighters, Local 323
GVLRA - City of Victoria	CUPE, Local 50
GVLRA - City of Victoria	CUPE, Local 388
GVLRA - Victoria Police Board	Police
City of Kamloops	CUPE, Local 900
District of Maple Ridge	CUPE, Local 662
MIPEA - City of Nanaimo	CUPE, Local 401
OMMLRA - City of Kelowna	CUPE, Local 338
City of Prince George	CUPE, Local 399 and 1048
District of Surrey	CUPE, Local 402
City of Vancouver	VMREU
Vancouver Police Board	Police Officers
City of Vancouver - Outside Workers	CUPE, Local 1004
Vancouver Parks	CUPE, Local 1004
City of Vancouver	Fire Fighters, Local 18